BUILDING A TALENT DEVELOPMENT STRUCTURE
Without Borders

Review of Talent Development framework included in the December 2015 ATD report
RESEARCH
Methodology

ATD and Rothwell & Associates collected quantitative and qualitative data collected from 1500 talent development professionals from Asia, Europe, Latin America, Middle East, and the United States

• Two online surveys
• 31 industry thought leader interviews
TALENT DEVELOPMENT

• What is talent development?
• How can it be described?
• How can organizations design, develop, or change their td functions?
TALENT DEVELOPMENT FUNCTIONS

Relationship of 39 functions

- Primary function of talent development (Red)
- Secondary function of talent development (Orange)
TD FRAMEWORK
15 AREAS IDENTIFIED AS PRIMARY FUNCTIONS

- change management
- coaching
- compliance
- employee engagement
- evaluating learning impact
- executive development
- instructional design
- leadership development
- learning technologies
- managing learning programs
- needs assessment
- onboarding
- performance improvement
- performance management
- training delivery
24 AREAS IDENTIFIED AS SECONDARY FUNCTIONS

- assessments
- career development
- compensation and benefits
- competency model development
- cross-cultural training or adaptability
- diversity and inclusion
- fostering innovation
- human capital
- job shadowing or job rotation
- knowledge management
- organizational development
- organizational effectiveness
- performance consulting
- recognition and rewards
- recruitment
- sales enablement
- strategic planning
- succession planning
- talent acquisition
- talent engagement
- talent management
- talent mobility
- tuition assistance
- workforce planning
More information is available in a recorded webcast and in the research report: *Building a Talent Development Structure Without Borders*

www.td.org/talentdevwebcast