

The **Association for Talent Development – Northern Rockies Chapter** presents:
Measurement and Reporting for L&D: The Latest Thinking
An online course facilitated by **David Vance, PhD**

Registration: Go to tdnrc.org

Class 1: Intro to Measurement and the Talent Development Reporting Framework

- Thursday, April 4, 2019, 12 - 1 PM: Presentation
- Tuesday, April 9, 2019, 12 - 1 PM: Follow-up Discussion and Q&A

In the first session we will begin by addressing the four overarching reasons for measuring which will provide the foundation for all four sessions. These four reasons (inform, monitor, evaluate, and manage) will be captured in a measurement hierarchy. Next, we will share the Talent Development Reporting Principles (TDRp) framework for organizing the 170+ measures we have in learning. This framework provides a common language and classification scheme not only for the learning profession but for all HR processes. Last, we will explore the first category of measures (efficiency) in detail focusing on the most commonly used ones.

Class 2: Focus on Effectiveness and Outcome Measures

- Thursday, April 11, 2019, 12 - 1 PM: Presentation
- Tuesday, April 16, 2019, 12 - 1 PM: Follow-up Discussion and Q&A

In the second session, we will explore the other two categories of measures in detail (effectiveness and outcome). In learning, these measures are known as the four levels of Kirkpatrick and five levels of Phillips. We will explore the difference between the two approaches for level 4 in detail, giving special attention to Phillips' level 4 impact, which doubles as an outcome measure. Special attention will also be paid to the issue of isolating the impact of learning from other factors, which continues to be one of the most contentious issues in the field.

Class 3: Creating Your Measurement Strategy

- Thursday, April 18, 2019, 12 - 1 PM: Presentation
- Tuesday, April 23, 2019, 12 - 2 PM: Follow-up Discussion and Q&A

This session will begin by identifying the elements of a robust measurement strategy. Next, building on the first two sessions, we will identify measures appropriate for various learning programs and for various department initiatives. For example, what should you measure for a leadership development program, a compliance program, onboarding, etc? We will conclude with recommendations for creating a measurement library.

Class 4: Reporting

- Thursday, April 25, 2019, 12 - 1 PM: Presentation
- Tuesday, April 30, 2019, 12 - 1 PM: Follow-up Discussion and Q&A

This session represents the culmination of the series where the measures explored in the first three sessions are put to work in scorecards, dashboards, and reports. The appropriate place for the measures and their use will depend on their purpose from session one. The three types of TDRp reports (program, operations, and summary) will be shared and examples provided. Examples will also be provided for dashboards to use in monitoring measures. The session concludes with recommendations for creating your own reporting strategy.

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Additional registration details

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Register for individual classes or receive a discount when you register for all four.

	Each Class (Class + Follow up)	All Classes (4 Classes + 4 Follow-ups)
ATD-NRC Members*	\$25	\$75
ATD-NRC Member Corporate Rate (up to 10 registrants)	N/A	\$150
Non-Members	\$60	\$180

*Individual ATD-NRC [Power Members](#) are eligible for an additional 20% discount!

About the instructor: David Vance, PhD

Dave is the Executive Director of the [Center for Talent Reporting](#) and the former Chief Learning Officer for Caterpillar Inc. Dave and his team at Caterpillar won numerous awards for measurement, including ATD's BEST Award in 2005. Dave recently published the second edition of his textbook, *The Business of Learning*. He teaches human capital management in two Ph.D. programs and the executive education program at George Mason University.

The [Center for Talent Reporting](#) is a nonprofit organization dedicated to improving the measurement, reporting and management of human capital.