

## Talent Development 49 Curating Instructional Content

by Bob Whipple, MBA, CPTD



Curating Instructional Content is very important for any Talent Development Professional. Section 2.5 in the CPTD Certification Program for ATD is Knowledge Management. Section A reads, “Skill in creating instructional content, tools, and resources, for example researching, evaluating, selecting, and/or assembling publicly available online courseware.”

For any application there is an optimal set of learning tools that can be applied to help people learn. Thankfully, we do not need to invent each part of every course from scratch. In fact, there are so many resources, it becomes mind-numbing with the variety of options available.

Some of the resources are available for a fee or royalty, but many of them are in the public domain. You can start with a simple search online by entering the topic areas on Google or other search service. You will be quickly overwhelmed by the mountain of options to consider.

### Existing Tools

Thankfully, ATD has already done the screening process for you and provides templates for suggested resources on the site of the ATD Talent Capability Model. If you go to this site, <https://www.td.org/capability-model/about> you can see a short tutorial about the model and how to use it.

The model has three Domains and 23 Capability Areas. You, or your client, can take a self-assessment to determine which items are already areas of strength and which ones are areas for potential development. The instrument is easy to use and covers the broad spectrum of capabilities that are required.

The software guides you through a process to develop a personal profile for your own development and then gives a listing of resources (some free and some for a fee) that can take you on a journey of self-development.

I have found the structure and ease of use of the ATD Capability Model to be extremely helpful in a number of ways. Explore the model on your own and take the assessment. You will come away with ideas and resources that can allow a significant step forward in your career.

You can also use this tool for guiding others on their path to improved capability. We are blessed that ATD has done the leg work to take the drudgery out of researching the best tools from the myriad of options available.

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