There are moments in time that have ripple effects that impact lives; like January 12, 1943—the day 15 training professionals officially gathered as the American Society for Training Directors, the organization that is now the Association for Talent Development. That visionary moment of coming together created an organization that for more than 75 years has supported moments of discovery, connection, and learning for a global community of professionals.
Dear Members of the ATD Community,

In 2018 we celebrated 75 years of serving a global community of professionals dedicated to the importance of learning in the workplace. As we look back in this annual report on some of the year’s stand-out moments, we reflect on the privilege it is to support the work you do.

When the American Society for Training Directors (ASTD) was created in 1943, the world was at war and the workforce was upended. Women were entering jobs traditionally held by men, and the ability to scale production was critical to economic stability and security. Change was the name of the game, and businesses had to come up with new ways to work. The mission of ASTD was to support those who were tasked with helping teach new skills and knowledge to the workforce.

Today, change is constant for organizations around the world. And ATD’s mission remains: to empower professionals to develop talent in the workplace. Our commitment to our members has not wavered over the past seven-and-a-half decades.

In this annual report, you’ll read about several of the moments and accomplishments that made our 75th year a remarkable one:

• ATD 2018, with a general session featuring former President Barack Obama, was record breaking. More than 13,000 people from 90 countries joined us in San Diego for an experience we’ll all remember.

• More people became certified in the profession by earning the Associate Professional in Talent Development (APTD) and the Certified Professional in Learning and Performance (CPLP) credentials. And the APTD credential celebrated its one-year anniversary!

• The ATD Career Development Stackable Framework was launched to provide learners with clear paths for professional development.

• Global growth continued. We delivered ATD courses in Chinese and Spanish and held on-site programs in Asia, South America, and Europe.

• Our publications, from magazines to research reports to books, helped inform practitioners about important topics, trends, and insights to stay at the leading edge of best practice.

Our ATD team is committed to your success! We believe the work of talent development professionals is more important than ever. An agile workforce will be critical to organizations’ success, and it will be up to our profession to equip employees with the skills and knowledge needed to meet the demands of the future. ATD will continue to support you by bringing you the professional development offerings you need to do your best work.

Here’s to a future of impact and influence!

Tony Bingham   Charles Fred
President and CEO, ATD   2019 Chair, ATD Board of Directors
ATD 2019 Board of Directors

Charles Fred  
CHAIR  
Founder, TrueSpace  
Denver, Colorado

Rose Velez-Smith  
CHAIR-ELECT  
Global VP, Human Resources, Business Groups, and Workforce Services, Pitney Bowes  
Stamford, Connecticut

Tony Bingham  
President and CEO  
ATD  
Alexandria, Virginia

Desmond Atkins  
Former VP, Global Talent & Learning  
Sony Pictures Entertainment  
View Park, California

Chris Coladonato, CPLP  
Professional Development Leader  
Farmers Insurance  
Abingdon, Maryland

Christi Karandikar  
Chief People Officer  
Otter Media  
Playa Vista, California

Catherine Lang  
VP, Global Education Services  
ServiceNow  
Truckee, California

Andre Martin  
Chief Learning Officer  
Target  
Portland, Oregon

Scott Millward  
Senior VP, Learning & Development & Internal Communications, Panera Bread  
Glendale, California

Michael Nehoray  
VP, Global Talent  
Mattel Inc.  
El Segundo, California

Mike Williams  
Getting Things Done (GTD) Enterprise Architect  
Zappos  
Camarillo, California

ATD 2019 Certification Institute Board of Directors

Sean Walters  
CHAIR  
CEO, Investments & Wealth Institute  
Greenwood Village, Colorado

Tony Bingham  
President  
ATD CI  
Alexandria, Virginia

Cynthia Allen  
President  
SeaCrest Consulting Company  
Charlotte, North Carolina

Shannon Carter  
VP, Education  
Scrum Alliance  
Westminster, Colorado

Dale Cyr  
CEO and Executive Director  
Inteleos  
Rockville, Maryland

Michael Decker  
VP, Examinations  
American Institute of CPAs (AICPA)  
Ewing, New Jersey
In 1943, under the banner of the American Society for Training Directors, 15 individuals in the petroleum industry gathered with a goal to “raise the standards and prestige of the training profession, and to further the education and development” of professionals. At that moment in time, the training industry was in its infancy; it has been on a growth trajectory ever since.

Today, ATD represents a global community with more than 35,000 members from 129 countries in every industry and sector. The association continues to elevate the work of the field and is the trusted resource for professional development. In 2018, members downloaded more than 21,000 books, periodicals, and research reports, all part of their ATD member benefits.
The international footprint of our community and work continues to grow. Nearly 2,500 international attendees from 90 countries attended the ATD 2018 International Conference & Exposition in San Diego, California. But the learning didn’t stop there. Nearly 3,000 people attended one of the 10 events held outside the United States. Those events were:

- LEGO Group
- Stony Brook University
- Southern New Hampshire University
- ATD member for six years

Our education presence continued to expand internationally. Programs were offered in China, the Middle East, Japan, and Singapore, and several courses have been translated into Chinese and Spanish. There are now three ATD offices in China, and in 2018, ATD hosted its first CPLP Learning Lab with Haier University. New courses delivered online and in person were added to ATD’s Education offerings, and more than 10 education programs are now available in Chinese, including the ATD Master Trainer and CPLP Prep courses.

"Being an ATD member has truly changed my professional and personal life. ... To me, the most valuable thing I have gained is the new network of young professional L&D friends. ... We talk regularly, we bounce ideas and challenges off of each other, and we even started our own monthly catch-ups. I learn more from them than anyone else within my network, and I am proud to be associated with them!"

— Amanda Marschall

Transformation Moment With Amanda Marschall

Learning Strategy Manager
The LEGO Group
Enfield, CT

Stony Brook University
Southern New Hampshire University

ATD member for six years

Global

Being an ATD member has truly changed my professional and personal life. ... To me, the most valuable thing I have gained is the new network of young professional L&D friends. ... We talk regularly, we bounce ideas and challenges off of each other, and we even started our own monthly catch-ups. I learn more from them than anyone else within my network, and I am proud to be associated with them!"

— Amanda Marschall
Chapters

Local chapters in the United States are an important way for practitioners to connect and grow professionally. In 2018, ATD supported more than 100 chapters through programs like the ATD Chapter Leaders Conference (ALC), the ATD & South Central Chapters Regional Conference, and Chapter Leader Day at ATD 2018. Fifty-three chapters now offer chapter membership on the ATD Store. Forty-four chapters achieved recognition for having more than 45 percent of members who hold joint ATD-chapter membership.

Forum

The ATD Forum is a consortium of senior learning leaders from diverse companies who collaborate to share best practices and data and explore trends. In 2018, the Forum achieved a 93 percent retention rate among its 59 member companies. In-person gatherings were held at Booz Allen Hamilton in Washington, D.C., Bank of Montreal in Canada, and the ATD 2018 International Conference & Exposition in San Diego, California. In addition, the Forum piloted its first learning lab in China with Haier Group.

CTDO Next

CTDO Next is a membership offering for C-level talent development executives. The content focus for this exclusive group is neuroscience, emerging technology, and the future of work. In 2018, the group had a 100 percent retention rate of founding members and held gatherings in San Diego and Miami. This group is focused on key trends for the talent development field. They engage with thought leaders from outside of the profession to learn from their expertise. In 2018, CTDO Next members enjoyed presentations from luminaries Paul DePodesta and Kevin Mitnik.

Higher Ed

ATD’s higher education team serves students studying in an HRD-related field, faculty, and those who work in talent development in college and university settings. The team manages the L&D Degree Directory, which lists schools offering HRD, organization development, and talent development degree programs. There were more than 36,000 page views of the directory in 2018. The team also manages a program where faculty can request copies of ATD Press titles for their courses. In 2018, we saw a 56 percent increase in student attendance at the ATD International Conference & Exposition.
Professional Development

The professional development of our members and others in the field has been our mission from the beginning.

In 1954, 25 people attended (then) ASTD’s first “training institute” in Wisconsin. Our focus on education has grown substantially over the years.

Professional development is the primary reason members join ATD. We value this trust and continue to develop new courses and delivery methods that meet today’s needs.
Education and Certification

In 2018, more than 12,000 people took an ATD Education program, either self-paced, online, or face-to-face. In 16 countries and 145 cities, the education team delivered 906 programs.

We launched the Master E-Learning Instructional Designer program to complement our Masters offerings. Professional development specialists help members and customers identify the courses and certifications that are right for their career development.

The Career Development Stackable Framework, designed to give talent development professionals a flexible progression for developing their careers, was operationalized in 2018. Test-out options now exist for individuals seeking certification if they have achieved an ATD Master-level credential in Training Delivery or Instructional Design.

Understanding which competencies and experiences are required to be successful in the field has been a key driver for decades. In 2018, research began for an update to the ATD Competency Model.

The Competency Model is the foundation for ATD’s two certifications, Associate Professional in Talent Development (APTD) and the Certified Professional in Learning and Performance (CPLP). The CPLP was piloted in 2005 and since then, 2,644 people have earned the credential. The APTD celebrated its one-year anniversary in 2018. Since its inception, 209 professionals have earned the certification.

Light Bulb Moment With Anthony Contino

Learning and Performance Consultant
Nokia
Sayville, NY

“...no one is as smart as all of us. There are many talented people in the organization, and their knowledge and experience helps us all build a better personal toolbox.”

— Anthony Contino

ATD member for 13 years
Events

The very first ASTD conference was held in Chicago in 1945 and 56 people attended. In 2018, ATD’s International Conference & Exposition welcomed more than 13,000 people from 90 countries. Former President Barack Obama was interviewed by ATD CEO Tony Bingham for the opening keynote session—a truly memorable moment for all conference attendees.

In addition to ATD 2018, we hosted 26 other events in the U.S. that offered programming designed to bring practitioners knowledge, tools, resources, and unparalleled networking opportunities. ATD also introduced SELL 2018. This conference is designed specifically for sales enablement professionals and is focused on learning and leadership.

Publications

In 1945, ASTD published the first issue of *Industrial Training News*. Over the years, the name of the publication has changed; today, our profession relies on the award-winning *TD* magazine to deliver news, insights, and trends about the field. In 2018, the magazine launched In Focus, a quarterly eight-page section of custom content centered on one of four core elements of talent development.

ATD’s publications team delivered robust content for the benefit of our global community:

- 12 issues of *TD* magazine
- 4 issues of *CTDO* magazine
- 18 issues of *TD at Work*
- 10 research reports, with more than 13,000 downloads
- 4 Talent Development Executive Confidence Index reports
- 2 case studies
- 20 books, including two flagship books on talent development: *ATD’s Foundations of Talent Development* and *ATD’s Action Guide to Talent Development*
- 900+ blog posts.

ATD’s publications app makes it easy to access content from *TD, CTDO*, and the *State of the Industry* report. In 2018 the app was used more than 27,000 times.
Our members and customers in more than 120 countries are supported by a dedicated staff of ATD professionals who work behind the scenes to add value to projects, products, and services designed to benefit our global community. Regardless of role, every member of the ATD team works to achieve our mission to “Empower professionals to develop talent in the workplace.”
“I know it’s an old cliché, but ‘you never stop learning.’ So much is happening in our field that you have to go out and hear or see what new developments there are. They won’t come to you because it’s so fast-moving in terms of technology and tools to support and develop learning. You must set time aside to research, visit, or read about developments in our field.”

— Brendan Noonan

### Learning Moment With Brendan Noonan

**VP Talent Development**
Qatar Airways Group
Qatar

**Bradford University**

**ATD member for 11 years**

### Technology and Customer Care

ATD’s technology team continued to build on the foundation of the new TD.org, which debuted in late 2017. The site is designed to provide simpler, consolidated access to ATD’s member benefits. Leveraging the innovation and flexibility of the platform, the team introduced new features for our members and customers. ATD members contributed to the site by writing blog posts, starting discussions, adding photos and videos, and sharing files.

In 2018, TD.org had:

- 3.9 million visitors
- 15.15 million page views, a 26 percent increase from 2017.

Our global community relies on our Customer Care team to help answer questions. In 2018 we added improved call center software to enhance our customers’ experience.

**The team fielded:**

- 29,332 calls
- 6,219 online chats
- 24,659 service tickets.
Enterprise Solutions

ATD’s Enterprise Solutions team partners with organizations at the enterprise level to help them upskill their talent development teams by aligning with the organization’s business goals. In 2018 the team supported more than 800 companies with ATD education, membership, and conference teams. In addition, U.S. federal, state, and local governments work closely with ATD to help them achieve their agencies’ missions by upskilling their learning professionals. ATD is on the GSA Schedule, making it easier for government employees to access our programs.

Communications

As a professional membership association, ATD serves as the voice of the profession. From working with the media to public policy efforts, we share the story about why talent development is critical for organizational success and economic growth.

In 2018, ATD’s Public Policy Advisory Group published the sixth update to the association’s skills gap whitepaper, Bridging the Skills Gap: Workforce Development and the Future of Work.

ATD received coverage in many major publications, including Bloomberg Businessweek, Forbes, Harvard Business Review, PBS Newshour, Time, U.S. News and World Report, USA Today, and the Wall Street Journal. On social media, more than 300,000 followers engage with us on Facebook, Instagram, LinkedIn, Pinterest, Twitter, and WeChat (China).

Employee Learning Week, an international campaign created to promote the value of employee learning, was recognized by organizations, governments, and communities around the world.
ATD honors individuals and organizations for excellence in and contribution to the talent development field. Our awards programs attract entrants from all over the world. As part of ATD’s broader commitment to learning and sharing best practices, we publish stories about the work of our award winners on our website and in TD, our flagship magazine.
“My moment came during the last workshop I had with them when they thanked me for helping them build better relationships with each other. ... Being able to influence transformational behavior change, even if for just one small team in a large organization, is what I call winning.”

— Towanda Record

Winning Moment With Towanda Record
Sr. Learning and Organizational Development Consultant
Temple University Health System
Philadelphia, PA

Gwynedd-Mercy College
Drexel University
ATD member for five years

Advancing Talent Development Awards
Champion of Talent Development:
Dr. Jeff Clawson

Distinguished Contribution to Talent Development:
Jane Hart

Dissertation Award:
Marcella Gonsalves

Lifetime Achievement:
Bev Kaye

One to Watch:
Colin DeCair; Ashley Ingram

Innovation in Talent Development:
Denver Zoological Foundation;
Institute for Information Industry

ATD BEST Awards
The ATD BEST Awards recognize organizations with a talent development culture supported at the highest levels of the organization. These are companies that use talent development strategically to drive organizational results. ATD’s Best of the BEST Award is given to organizations that have won BEST awards 10 or more times.

Best of the BEST:
13-Year Winner:
TELUS

12-Year Winner:
Wipro Limited
2018 BEST Awards Rankings

1. Tofas Türk Otomobil Fabrikası, A.S.Ş
2. Tata Consultancy Services
3. IBM
4. Verizon
5. Apple Federal Credit Union
6. Summit Credit Union
7. Lupin Limited
8. Consumers Energy
9. Florida Blue
10. Rapid7
11. Tanfeeth
12. Nicklaus Children’s Hospital
13. Haier Group
14. ICICI Lombard General Insurance Company
15. Honor Credit Union
16. LoyaltyOne
17. JPS Health Network
18. Aristocrat
19. NTPC Limited
20. Booz Allen Hamilton
21. United Services Automobile Association (USAA)
22. Allianz Sigorta, A.Ş.
23. Busey
24. Hitachi Vantara
25. Cathay Life Insurance Company Ltd.
26. Atrium Health
27. Samsung Electronics
28. Valvoline Instant Oil Change
29. Larsen & Toubro Heavy Civil Infrastructure Company
30. WakeMed Health and Hospitals
31. North Highland
32. Gilbane Building Company
33. First Hawaiian Bank
34. Cochlear
35. Cognizant
36. Aimco
37. Peabody
38. MGM China
39. Black Knight Inc.
40. CLA
41. H.W. Kaufman Group
42. U.S. Security Associates Inc.
43. EY (CIS)

Excellence in Practice Awards

These awards recognize organizations that achieve compelling business results through talent development programs and solutions in one of 16 different categories. The following winners were recognized in 2018:

- Bechtel
- CGI
- China Telecommunications Corporation
- Cognizant Technology Solutions
- DowDuPont Agriculture Division
- Emirates Islamic
- Emirates NBD
- EY
- Fatima Fertilizer Company Limited
- Fidelity Investments
- First Solar
- HUGO BOSS Turkey
- Humana Inc.
- IBM
- Institute of Technical Education
- ITC Limited
- Kotak Life Insurance
- KPN
- Larsen & Toubro Heavy Civil Infrastructure Company
- Life & Specialty Ventures
- National Institute of Allergy and Infectious Diseases
- Pacific Life Insurance
- Publicis Health
- Restaurant Technologies
- SAP
- Schaeffler Group USA, Inc.
- Special Olympics International
- State Grid Corporation of China Co. Ltd.
- Tanfeeth
- TELUS International
- Tencent
- Ternium
- U.S. Bancorp Fund Services
- United States Coast Guard Training Center Petaluma
Chapter Excellence Awards

These ATD chapters were recognized for outstanding efforts in 2018.

Advancing the Profession Through CPLP
- South Florida

Excellence in Strategic Partnership
- Central Iowa

Joint Membership Growth
- Bay Colonies
- Central Indiana
- Dallas

Volunteers

Volunteers are the lifeblood of ATD. From the first day the association was formed, volunteers have played a vital role in our success. Our profession benefits because volunteers give their time and talent to partner with ATD. We extend our thanks to all those who served in a volunteer role on these teams in 2018:

- ATD Board of Directors
- ATD Certification Institute Board of Directors
- ATD Certification Institute Teams
  - CPLP Volunteers
  - APTD and CPLP Item Writing and Review Teams
- ATD Competency Model Advisory Panel and Task Force
- ATD Forum Advisory Group
- Awards Strategy Committee
- BEST Awards Reviewers
- Chapter-Focused Committees
  - ATD Leaders Conference Program Advisory Committee
  - Chapter Recognition Committee
- Excellence in Practice Awards Reviewers
- Healthcare Community Advisory Group
- International Conference Program Advisory Committee
- National Advisors for Chapters
- Public Policy Advisory Group
- Sales Enablement Advisory Committee
- ATD TechKnowledge Program Advisory Committee
Financial Report

Throughout 2018, ATD delivered a unique and valuable experience for our members and customers by creating relevant content, events, and offerings; engaging professionals in their member benefits; and growing ATD’s reach and influence around the world. In 2018, ATD achieved $49.2 million in gross revenue with $1.1 million in net income. Revenue grew by more than 15 percent over 2017 due to outperformance in events, education, membership, and engagements with enterprise customers.

ATD’s 2018 revenue came from diversified sources: conferences and expositions (41%), education (23%), membership (19%), publishing (9%), the ATD Certification Institute (7%), and the ATD Job Bank (1%).

ATD’s auditors, RSM US LLP, issued the association a clean and unmodified audit opinion for the 2018 calendar year, which is the highest level of assurance they can provide that the financial statements are fairly stated.

To enrich your experience with ATD, in 2018 we invested in key initiatives, which include:

- continuously increasing the value of ATD membership and enhancing the member experience with more member-only content, videos, webcasts, and access to online professional development programs
- expanding ATD’s reach and impact with conferences and events, including the ATD Core 4 Conference, LearnNow workshops, Chief Talent Development Officers (CTDO) offerings, and the ATD-Yale Management Excellence program
- helping our members and customers develop by increasing ATD’s education offerings through virtual and face-to-face learning environments across more than 100 programs
- setting standards and recognizing professional expertise through the Associate Professional in Talent Development (APTD) and Certified Professional in Learning and Performance (CPLP) certification programs
- supporting local professional communities with our chapters by increasing access to chapter membership on the online ATD Store and providing resources to ATD’s chapters and volunteer chapter leaders
- expanding the field’s global impact by supporting customers and organizations throughout China in ATD’s offices in Beijing, Shanghai, and Shenzhen
- creating professional development and networking opportunities through international summits held around the world in Brazil, China, India, Japan, Korea, Mexico, Peru, Saudi Arabia, Taiwan, the United Arab Emirates, and ATD’s regional conference in Europe
- making it easier for those whose native language is not English to engage with ATD by translating ATD content into multiple languages
- providing flexible and personal career development for our members and customers through content and webcasts, career coaching, and the ATD Job Bank
- providing quantitative and qualitative case studies and research reports about trends and best practices in the profession
- recognizing excellence in talent development through ATD’s awards programs
- engaging and developing ATD’s staff.

With the ATD staff and our volunteers, the board of directors is committed to enhancing the value of your membership and your experience with the association. Thank you for being part of our global community as we collaborate to create a world that works better.

Sincerely,

Rose Velez-Smith
2019 Treasurer, ATD Board of Directors
ATD Chapters  As of December 31, 2018

ALABAMA
Birmingham
North Alabama (Huntsville)

ARIZONA
Valley of the Sun (Phoenix)

ARKANSAS
Arkansas (Little Rock)
Northwest Arkansas (Bentonville)

CALIFORNIA
Golden Gate (San Francisco)
Inland Empire (Rancho Cucamonga)
Los Angeles
Orange County (Anaheim)
Sacramento
San Diego
SF East Bay (San Ramon)

COLORADO
Northern Rockies (Fort Collins)
Pikes Peak (Colorado Springs)
Rocky Mountain (Denver)

CONNECTICUT
Connecticut (Hartford)
Southern Connecticut (Stamford)

FLORIDA
Central Florida (Orlando)
Florida Suncoast (Tampa)
Northeast Florida (Jacksonville)
South Florida (Fort Lauderdale/Miami)
Southwest Florida (Fort Myers)

GEORGIA
Greater Atlanta

HAWAII
Hawaii (Honolulu)

IDAHO
Treasure Valley (Boise)

ILLINOIS
Chicagoland
Heart of Central Illinois (Bloomington)

INDIANA
Central Indiana (Indianapolis)

IOWA
Central Iowa (Des Moines)
Hawkeye (Cedar Rapids)
Mississippi Valley (Davenport)

KANSAS
Kansas City

KENTUCKY
Kentuckiana (Louisville)

LOUISIANA
Baton Rouge
New Orleans
North Louisiana (Shreveport)

MAINE
Maine (Portland)

MARYLAND
Maryland (Baltimore)

MASSACHUSETTS
Central Massachusetts (Worcester)
Greater Boston

MICHIGAN
Ann Arbor
Detroit
Mid-Michigan (Grand Rapids)

MINNESOTA
Greater Twin Cities (Minneapolis-St. Paul)
Lake Superior (Duluth)

MISSISSIPPI
Mississippi (Jackson)

MISSOURI
Central Missouri (Columbia)
St. Louis

MONTANA
Big Sky (Billings)

NEBRASKA
Lincoln
Nebraska (Omaha)

NEVADA
Greater Las Vegas

NEW JERSEY
Mid-New Jersey (Princeton)
Northern New Jersey (Fairfield)

NEW MEXICO
New Mexico (Albuquerque)

NEW YORK
Buffalo Niagara (Buffalo)
Capital Region (Albany)
Central New York (Syracuse)
Long Island
New York City
Rochester

NORTH CAROLINA
Charlotte Area
Piedmont (Winston-Salem)
Research Triangle Area (Raleigh-Durham)

NORTH DAKOTA
North Dakota (Fargo)

OHIO
Central Ohio (Columbus)
Cuyahoga Valley (Akron)
Greater Cincinnati
Greater Cleveland
Greater Toledo
OKLAHOMA
Central Oklahoma (Oklahoma City)
Tulsa

OREGON
Cascadia (Portland)

PENNSYLVANIA
Central Pennsylvania (Harrisburg)
Eastern Pennsylvania (Allentown)
Greater Philadelphia
Pittsburgh

PUERTO RICO
Puerto Rico (San Juan)

RHODE ISLAND
Bay Colonies (Providence)

SOUTH CAROLINA
South Carolina Midlands (Columbia)

TENNESSEE
Chattanooga Area
Memphis
Nashville
Smoky Mountain (Knoxville)

TEXAS
Austin
Brazos Valley (College Station)
Dallas
Fort Worth/Mid-Cities
Houston
San Antonio

UTAH
Utah (Salt Lake City)

VERMONT
Vermont (Burlington)

VIRGINIA
Greater Richmond
Southeastern Virginia (Norfolk)
Valleys of Virginia (Roanoke)

WASHINGTON
Puget Sound (Seattle)

WASHINGTON, D.C.
Metro DC

WEST VIRGINIA
West Virginia (Charleston)

WISCONSIN
Madison Area
Northeast Wisconsin (Green Bay)
Southeastern Wisconsin (Milwaukee)

International Strategic Partners and Member Networks  As of December 31, 2018

BRAZIL
ABTD-Brazilian Association of Training and Development

CHINA
51Job
HRoot
Jiangsu Training Magazine
The China Post Group Corporation Training Center
Volkswagen Academy China

JAPAN
ATD Member Network Japan
Japan Management Association

KOREA
Korea Management Association
Korean Standards Association

KUWAIT
The Public Authority for Applied Education and Training (PAAET)

MEXICO
ATD Member Network Mexico

NETHERLANDS
The Dutch Association of HRD Professionals (NV02)

SAUDI ARABIA
ATD MENA L&D Member Network

SINGAPORE
The Singapore Training and Development Association (STADA)

UNITED ARAB EMIRATES
Informa Middle East

UNITED KINGDOM
ATD Member Network UK