



TIPS FROM ATD MEMBERS

Growth Mindset

- ✓ Change constantly comes but there will always be a place for talent development professionals to step up and lead others in preparing for that change and responding to it.
- ✓ Think about the knowledge you, your team, and your organization are accumulating in the current moment. How can you share that and remember it the next time we face a big pivot opportunity?
- ✓ Be bold and innovative. These are challenging times when new ideas and approaches are essential if we are to thrive and come out stronger.
- ✓ The performance of any organization is as strong as its commitment to talent development. It's an investment in the growth and learning of its employees.
- ✓ This is an opportunity for us to learn and grow as people, professionals, organizations, an industry, and a society. It's time to be diverse; it's time to be inclusive; it's time to lead with empathy.
- ✓ Communicate early and often. Share what you think and the value that TD has for business, especially right now. Stand up for what you believe in and communicate that level of psychological safety with your team.
- ✓ Leadership doesn't require a title. Make a difference where and when you can. Everyone has good days and bad days. Show your leadership through empathy.
- ✓ Sometimes the impact you're making isn't measurable, but the work you do certainly makes an impact. Keep up the work; keep making a difference.

Self-Care

- ✓ Spend the time you'd usually spend commuting to the office going for a walk or riding your bike. Dedicate your commute time to taking care of yourself better than you have in the past.
- ✓ Keep a schedule and have a separate place for your workstation. Keep your mind focused on the workday and take breaks and vacation. You still carry stress, so you need time off.
- ✓ Remember that the work comes first and the rewards follow. Work on something you believe in because you'll spend a lot of time and energy on it. Your work should bring out the best in you.
- ✓ In this current environment, it's important to allow extra time for processing materials. Cognition declines under stress.
- ✓ There's a lot of advice to use this pandemic time to advance learning. This may or may not be appropriate. Don't push learning to keep people busy. Use it to solve challenges people are facing right now.
- ✓ Stay patient and take breaks. Mental exhaustion must not get to talent development professionals. Consciously choose to engage in activities that are fun for you.
- ✓ Practice what you preach: rest, recover, re-emerge. Connect widely and try new things. The world is open for new learning ideas more than ever.
- ✓ Stretch yourself without burning out. Try new things and stick to the basics of what you know works, especially in training delivery and facilitation. Perhaps most importantly: Keep learning.
- ✓ Reach out to your peers to share ideas. This helps people check their thinking and gain knowledge at a time when we might otherwise feel isolated.

Career Transitions

- ✓ Get comfortable with job interviews on Zoom. Set up your home office and create the right background and lighting.
- ✓ Know employers' needs. Communicate with companies and figure out how you can fill their needs and get them back on track in the interim because some of them may not even know what they need right now.
- ✓ Even those of us looking for similar roles in similar areas can help each other out. Let's elevate what we are all doing and share what we've learned in the process because job seeking is a skill.
- ✓ Be open and don't get scared of those things that seem different at first.
- ✓ Document your learning and don't forget this unique moment of stress and growth.

Business Impact

- ✓ Spend time understanding the business' short-term hurdles and long-term plans. What is the strategy and how can a talent development plan link to the strategy to help drive the levers of the business?
- ✓ Talent development is going to be most important piece in employee engagement during these difficult times. Interact more with top management to influence them to innovate in the talent development area.
- ✓ Look at TD from the perspective of a non-HR and learning position. For example, if you are a senior executive in finance or business development, would you champion the projects, learning design, content, and strategies you are engaging in to meet business needs?
- ✓ Ask "What support does your talent need from you and the organization to continue reaching performance expectations?" and "What has changed that is helping or hindering talent development in the organization? What programs can be adjusted to more effectively meet current needs?"
- ✓ Explore the future of work in your industry and help your business leaders navigate their way to the future by enabling skill development.

- ✓ It's the best time to deliver value to learners at scale and design solutions that are centered around business outcomes and learners' needs.
- ✓ Don't be fooled by bright, shiny objects. Assess your existing resources and stretch their capabilities. Understand your immediate business and learner needs. That's our greatest strength of support and where we can find success.

Working Remotely

- ✓ The most important factor to ensuring the success of working remotely is to maintain a schedule. When you are in an office you have a schedule, but when you do it from home it's different. Having a defined schedule helps.
- ✓ More personalized conversations with subject matter experts and teammates help co-workers get on the same page and feel like they are still connecting daily.
- ✓ Businesses need to look at what can be accomplished in a remote setting, whether it's allowing people to work from home or just away from a physical office building. The future is here.
- ✓ Pivoting to virtual isn't a consolation prize. It's an opportunity to work smarter, enrich the learning experience, meet people where they are, and serve their needs.
- ✓ Prioritize what is most critical for learners and for the organization.
- ✓ Especially when it comes to project management, it's OK if things get a little off track. We're living in and working through unprecedented times.

Tech Tools

- ✓ Use resources from your local chapter to find out more about what technology is out there and how it can scale as well as what others are using.
- ✓ With the changing scenario, a digital platform is the future. Accept the change and be the change.
- ✓ Practice presenting on camera. Take the [#VPDExperiment](#), a daily one-minute video on Twitter (or Instagram) about anything for 30 days straight.



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