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CPTD Implementation Plan

- SACE approved Implementation Plan – November 2012
- **Target Audience**
  - School-based educators only (NPFTED 2007)
  - The CPTD system will be implemented for approximately 450 000 educators in the public and independent schools (including the ones on School Governing Body posts).
  - While teachers from the public schools are in the majority, SACE is putting into place the CPTD system implementation plans, processes, and procedures that will accommodate educators in independent schools and governing body posts as well

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ATD CPTD Exam Syllabus Topics:

Topic	Details
Topic 1	• Impacting Organizational Capability: This section of the exam measures the skills of Organizational Development Consultants and involves applying talent strategies that align with business objectives. It includes business acumen, consulting, culture shaping, performance improvement, talent strategy, change management, and data analytics. The focus is on driving organizational performance and ensuring future readiness through strategic talent development.
Topic 2	• Developing Professional Capability: This section of the exam measures skills of Instructional Designers and focuses on the core functions of talent development such as adult learning theories, instructional design, facilitation, use of technology, content curation, leadership development, coaching, and evaluating impact. It emphasizes designing and delivering effective learning solutions that align with learner needs and organizational goals.
Topic 3	• Building Personal Capability: This section of the exam measures skills of Learning & Development Specialists and covers areas that enhance individual effectiveness in talent development roles. It includes communication, emotional intelligence, collaboration, cultural awareness, project management, and ethical behavior, focusing on how professionals interact, lead, and manage themselves and others effectively within organizational contexts.

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ATD The Certified Professional in Talent Development Sample Questions (Q135-Q140):

NEW QUESTION # 135
In project management, which is a best practice prior to creating a communication plan?

- A. Identify the primary communicator
- B. Select the primary communication method
- C. Manage the expectations of the stakeholders
- D. Analyze the needs of the stakeholders

Answer: D

Explanation:
According to PMBOK Guide and ATD Project Management Materials, "communication planning must begin with analyzing stakeholder needs-understanding their expectations, information requirements, and communication preferences".
Without needs analysis, communication will miss targets.
Reference:PMBOK Guide, Communication Management Chapter.

NEW QUESTION # 136
When creating a talent development (TD) initiative, which activity will best help a TD professional gain leadership support for the plan?

- A. Identifying target participants
- B. Outlining a list of learning resources
- C. Drafting a business case for learning
- D. Preparing a detailed budget

Answer: C

Explanation:
ATD's Business Case Development Standardsstate that "leaders respond best to business cases that connect learning investments directly to strategic priorities and expected results".
Listing resources or participants without showing impact is insufficient.
Reference:ATD Handbook for Training and Talent Development (2022), Business Case for Talent Development.

NEW QUESTION # 137
A talent development (TD) professional is working as an independent consultant for a company. The TD professional signs a nondisclosure agreement and gains access to protected company data and information.
Which type of law would the TD professional most likely be breaking if the information is misused?

- A. Copyright law
- B. Fair use law
- C. Intellectual property law
- D. Trade secret law

Answer: D

Explanation:
Per theATD Handbook: "Misuse of protected proprietary information - such as client lists, formulas, business strategies - falls undertrade secret law, not general copyright or IP law".
Trade secret violations occur when confidential business information is disclosed without permission.
Reference:ATD Handbook for Training and Talent Development (2022), Compliance and Ethics.

NEW QUESTION # 138

Which step in a change management process is most important for instituting sustainable change?

- A. Position the change as a strategic priority at the organization
- B. Benchmark successes pertaining to the new change to similar organizations
- C. Create meaningful data about the progress of the change and share data with key stakeholders
- D. Rally key stakeholders to create work groups to usher in the new change

Answer: A

Explanation:

Kotter's Leading Change(Certification Reading List) andATD Organizational Capability Modelboth stress that "unless change is positioned and communicated as a strategic organizational priority, it will likely lose momentum and fail".
Change must have senior leadership sponsorship and integration into core business strategy.
Reference:Leading Change, John Kotter (2012).

NEW QUESTION # 139

An engineering company utilizes two learning management systems (LMSs): one manages technical training, and the other manages professional development (or non-technical training) for all of the company's engineers. Over time, changes in reporting requirements have caused the use of two different systems to be difficult and time-consuming. It has been decided that a new LMS is to be selected, with a goal of improving the time constraints of using training information from both systems. A talent development (TD) professional is put in charge of facilitating the selection and implementation of the new LMS.
What should the TD professional do to facilitate the selection process?

- A. Conduct research on what systems are being used by similar companies.
- B. Perform an environmental scan to determine the capabilities offered by different LMSs.
- C. Have a select group of end-user engineers research and make recommendations regarding the best system.
- D. Select the system with the best user interface.
- E. Analyze consequences for keeping both systems.
- F. Define the capabilities needed for this system, as compared to current gaps.
- G. Seek consensus of stakeholders on prioritization of system capabilities.

Answer: B,F,G

NEW QUESTION # 140

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