ISPI

International Society for Performance Improvement

For over 60 years, ISPI and its members have used evidence-based performance improvement research and practices to effect sustainable, measurable results and add value to stakeholders in the private, public, and social sectors.

ISPI's Guide to Your Professional Journey - Click Here to Get Started

The International Society for Performance Improvement

_____

ISPI Members help people and organizations make a difference. To their co-workers and clients. Their communities. Their world.

Visit ispi.org.

ISPI in Numbers

60+ Years of Research and Innovation

4 Certification Programs

2 Conferences, 60+ Webinars Annually

10 Awards for Excellence

2 Publications

100+ PI Case Studies Across Industries New

90+ On-Demand Videos

6,000 Curated Tools and Resources

2 AI-Powered Performance Support Tools New

15 Chapters

11 Committees

100+ Volunteers

Why Joining a Professional Association?
Gallup Study (2023)

" *Engaged workers also are more likely to stay with their employers. In high-turnover organizations, highly engaged business units achieve* **24% less turnover.** *In low-turnover organizations, the gains are even more dramatic: Highly engaged business units achieve* **59% less turnover.** "

Mann, J. H. and A. (2023, April 19). The right culture: Not just about employee satisfaction. Gallup.com.
https://www.gallup.com/workplace/231602/right-culture-not-employee-satisfaction.aspx#:~:text=Engaged%20workers%20also%20are%20more,units%20achieve%2059%25%20less%20turnover.

Start Engaging!

ISPI

How ISPI Members Make a Difference

ISPI Members help people and organizations make a difference. To their co-workers and clients. Their communities. Their world.

ISPI is a non-profit membership organization that believes "Being Better Matters." By providing tools and strategies for effective and universal improvement, we help our members create bigger impact, make greater contributions, and, ultimately, make our world a better place to be.

Mission

ISPI and its members use evidence-based performance improvement research and practices to effect sustainable, measurable results and add value to stakeholders in the private, public, and social sectors.

Vision

Performance improvement practices are recognized globally as an essential part of every organization's competitive strategy.

Guiding Principles

- Maintain a global mindset.
- Facilitate networking among practitioners.
- Leverage opportunities.
- Foster diversity and inclusion.
- Value stakeholders.
- Operate under the Standards of Performance Technology and the Code of Ethics of our profession.

5 Steps to Make a Difference

ISPI Individual Member's Pathway to Success

Whether you are a Learning Professional, Manager, Leaders, Student or Faculty, ISPI has the Tools, Strategies and Resources to Help You Make a Difference

Embark on New Journey!

Click on picture to access the respective areas

Member Benefit Overview

By providing tools and strategies for effective and universal improvement, we help our members create bigger impact, make greater contributions, and, ultimately, make our world a better place to be.

1 MAKE AN IMPACT	2 STAND OUT	3 SHAPE THE CONVERSATION	4 UP YOUR SKILLS		5 EXPAND YOUR NETWORK
			PUBLICATIONS	RESOURCES	
ISPI Vision and Mission	Certified Perf. Technologist (CPT)	Upcoming Events	Performanc Digest	Resource Gallery	Individual Member Directories
Performance Standards	CPT Directory	THE Perf. Improvement Conference	Perf. Improvement Journal (PIJ)	Artificial Intelligence for Perf. Improvement	Advocates Organiz. Members
Individual Member Journey	Certified Developer of Training (CDT)	Principle & Practice Workshop	Perf. Improvement Quarterly (PIQ)	AI Performance Advisor	ISPI Social Platform
ISPI Awards	Certified Facilitator of training (CFT)	Certification Workshop	Performance Improvement Stories	AI Performance Coach	ISPI Collaborators
Community Service Program (CSP)	International Perf. Professional Certication		Research Survey	ISPI LIVE Videos, Master Series Videos	ISPI Chapters
Volunteer Career Path	Program Accreditation		Essential Guide for Perf. Consulting	Career Website	ISPI Committees, Academic Committee

Are You a Learning Professional or Performance Consultant?

Typical Challenges

How can I isolate the impact of my projects?

How to get recognized for my competences and results?

How to promote my expertise and practices?

How to apply evidence-based tools and strategies?

How to expand my network to find new clients, new talent?

How ISPI Will Help

1
- Systematically identify and address performance gaps with ISPI's Standards
- Search for ROI, LTEM, four level, or "performance measure" in ISPI's library

2
- Showcase your expertise as Certified Performance Technologist (CPT)
- Apply for ISPI Awards of Excellence

3
- Present your case studies at ISPI conferences or webinars
- Publish your best practices in ISPI's Performance Improvement Journal

4
- Search and apply relevant tools from a curated library of 6,000+ assets
- Ask ISPI's AI-powered Performance Improvement Advisor

5
- Search ISPI directory of 13,500+ contacts, engage a conversation
- Join a local ISPI chapter or ISPI Committee

Are you a Team Leader or Manager Responsible for Managing Performance?

Typical Challenges

How ISPI Will Help

How do I make a significant contribution to my organization?

- Embark on a new journey to make a measurable difference.
- Give back and contribute to your communities.

1

How to highlight our commitment to performance to our Customers?

- Showcase your expertise and stand out as Certified Performance Technologist.
- Get your program, function or department accredited.

2

How to apply the latest industry trends in managing performance?

- Stay updated on the latest trends and tools to manage performance.
- Expand you knowledge and practices of performance principles.

3

How can I AI help me address daily performance issues?

- Get practical tools and tips from ISPI's AI Performance Coach.
- Search ISPI's curated library of 100+ performance improvement stories.

4

How to expand my network to find new talent or grow my career?

- Find new talent or new career opportunities in ISPI Career Website.
- Connect with like-minded professionals and industry leaders.

5

Sample Member Benefits

Are you a Student or Faculty in an Academic Institution?

Typical Challenges	How ISPI Will Help
How do I make a significant contribution to my organization?	Engage in new development opportunities as a volunteer. Find new jobs, new employers in ISPI Career Website. — **1**
How to highlight our commitment to performance to our Customers?	Apply for ISPI Awards of Excellence Present your case studies at ISPI conferences or webinars — **2**
How to apply the latest industry trends in managing performance?	Conduct academic research surveys Publish your research in ISPI's Performance Improvement Quarterly — **3**
How can I AI help me address daily performance issues?	Ask ISPI's AI-powered Performance Improvement Advisor Explore new ways to achieve organization results with ISPI LIVE videos — **4**
How to expand my network to find new talent or grow my career?	Search ISPI directory of 13,500+ contacts, engage a conversation Join a local ISPI chapter or ISPI Committee — **5**

Sample Member Benefits

Make an Impact!

Make a (Measurable) Difference!
Being Better Matters!

10 Performance Standards
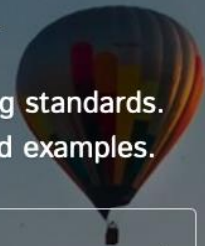
Competent practitioners follow a systematic process represented by the remaining standards. Please click on the box associated with each standard to view its description and examples.

ISPI

Standard #1 - Focus on Results or Outcomes

Standard #2 - Take a Systemic View

Standard #3 - Add Value

Standard #4 - Work in Partnership with Clients and Stakeholders

Standard #5 - Determine Need or Opportunity

Standard #6 - Determine Cause

Standard #7 - Design Solutions including Implementation and Evaluation

Standard #8 - Ensure Solutions' Conformity and Feasibility

Standard #9 - Implement Solutions

Standard #10 - Evaluate Results and Measure Impact

The first four standards are sometimes called principles because they are fundamental to every standard.

Check the Performance Standards Application Guide

ISPI members follow a systematic process represented by the remaining standards:

12

Build Your Organization's Performance Improvement Capabilities

ISPI corporate membership offers the strategies, resources, and support network to implement effective performance improvement initiatives in your organization. Ask your organization to consider corporate membership with ISPI at one of our three membership levels.

Develop your team members

Engaged employees who better understand the bigger picture of how to improve your workforce's performance and find ways to make a meaningful difference will stay with your organization longer. Through their ISPI Corporate Membership, your team members can publish their successes, present their expertise, get certified, and more.

Save on a variety of ISPI offerings

ISPI Corporate Membership includes a number of Individual Gold Memberships, as well as significant discounts to enjoy savings on eligible ISPI offerings. This includes the annual conference, program accreditations, individual memberships for your employees, in-house workshops, ads in our ISPI publications, and more.

Earn accreditations for your in-house programs

ISPI is the only organization that accredits programs designed to improve organizational and workforce performance with measurable results. Through application to our accreditation program, we can provide independent confirmation that your organizational department, program, or course meets professional standards.

Some Examples:

• ISPI Awards of Excellence

• Certify Your Team

• Program Accreditation

• Principles and Practices Workshop

• Weekly Performance Digest

• Performance Improvement Stories

• AI Performance Coach, the Manager's Guide to Systematic and Sustainable Performance Improvement

• Career Website

• Member/CPT Directory

Start Your Corporate Member journey

Feedback from ISPI Advocates

"ISPI is based more on scientific-based concepts vs fads."

"ISPI promotes the value of a solution-neutral mindset."

"Many of the members are open to sharing performance improvement techniques/strategies
that they have used and the results, whether they worked or not."

"ISPI Principles and Practices consider the Impact on business results,
connection and impact to business strategies. "

"These are meaningful [ideas] and a good opportunity
to invest in ISPI Advocates as a community of practice. "

"Thanks for providing this opportunity for us to meet with the Board!"

"Benefit of connecting with all thought leaders in Human Performance."

"ISPI website improved, is member-focused."

Start Engaging!

ISPI Awards

ISPI Awards program is designed to showcase the people, products, innovations, and organizations that represent excellence in the field of Human Performance Technology.

The Annual ISPI Awards Program application window opens August 1 and closes September 15 at 11:59 pm EDT.

Awards of Excellence
Outstanding Human Performance Intervention

Awards of Excellence
Outstanding Human Performance Communication

Academic Awards
Distinguished Dissertation

Academic Awards
Outstanding Research

Chapter Awards
Chapter of Excellence

Apply for ISPI Awards

Honorary Awards
Roger Kaufman Award for Societal Impact

Honorary Awards
Geary Rummler Award for the Advancement of PI

Honorary Awards
Thomas F. Gilbert Distinguished Award

Honorary Awards
Honorary Life Member Award

Honorary Awards
Distinguished Service Award

Apply for ISPI Awards

ISPI Community Service Program

Being Better Matters!

The ISPI Community Service Program (CSP) exists to give our members a unique high-quality volunteer experience working with other ISPI volunteers on community service projects for non-profit organizations. Working on a CSP project gives our volunteers a chance to gain professional development, mentor and be mentored, publish, present and share our performance improvement talents with the world. How the CSP works:

1. Projects are submitted through this web page. Projects may be submitted by ISPI Gold Members, Chapters and Organizational Members.
2. The CSP Committee will review all project eligibility forms submitted and make recommendation to the board on projects that are ready to move forward.
3. Approved projects will work with the CSP committee to form formal project teams, detail the projects' scope and deliverables and begin the project work. Projects are scoped to be completed in less than 10 months.

To volunteer to be part of a future CSP project team, login or join ISPI and visit the Community Service Program social group page for more information.

[**Join ISPI's Community Service Program**]

Typical Volunteer Career Path

- There are many volunteer opportunities to work closely with ISPI or ISPI Chapters.

- Volunteers can expand their network of contacts as they interact with other professionals.

- ISPI volunteers have the opportunity to:

  - Use and expand their professional skills and knowledge.

  - Participation in Community Service Programs (ISPI Gold Membership).

  - Build relationships within their professional community.

  - Strengthen the field, shape the future of Performance Improvement.
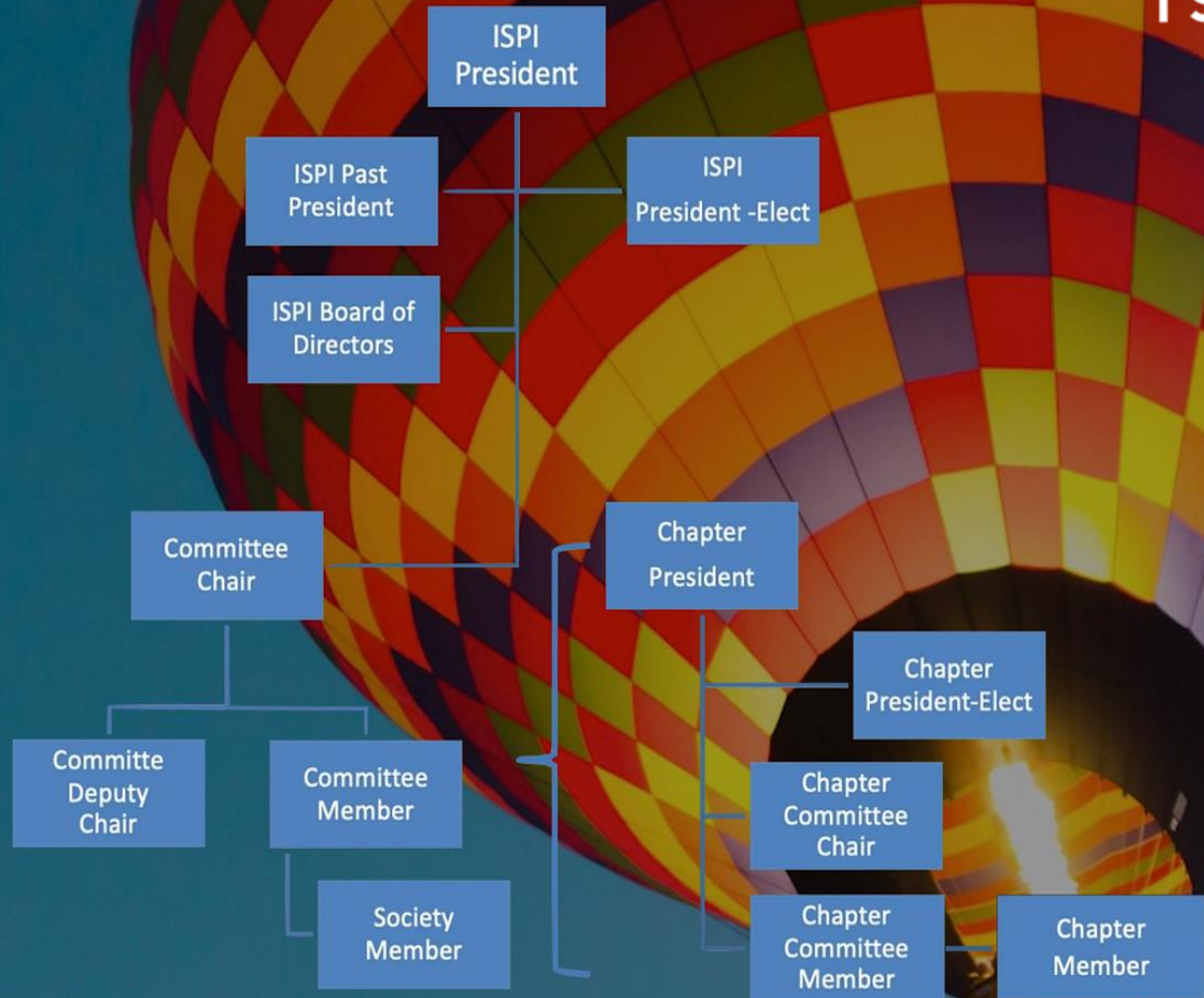
Start your Volunteer Career

ISPI

- ISPI President
- ISPI Past President
- ISPI President -Elect
- ISPI Board of Directors
- Committee Chair
- Chapter President
- Chapter President-Elect
- Committe Deputy Chair
- Committee Member
- Chapter Committee Chair
- Society Member
- Chapter Committee Member
- Chapter Member

BE PART OF THE MOVEMENT

ISPI.ORG

18

EXPAND YOUR NETWORK

MAKE AN IMPACT

ISPI
PROFESSIONAL
JOURNEY

STAND OUT

UP YOUR SKILLS

SHAPE THE CONVERSATION

Click to Return
to Overview

ISPI

Stand Out!

Get Certified!
Showcase Your Expertise!

Why become an ISPI's Certified Performance Technologist (CPT)?

Distinguish yourself as a Performance Improvement Practitioner with an International Society for Performance Improvement CPT credential

Showcase your expertise

A CPT credential issued by ISPI demonstrates your performance improvement expertise. It is based on a comprehensive demonstration of real-world experience and competence across multiple projects.

Enhance your credibility

Since 2002, ISPI has offered CPT credentialing to show practitioner expertise in this high demand, growing field. All credentialed CPTs exemplify the ISPI 10 human performance technology standards.

Earn an in-demand credential

Distinguish yourself with a certification that is in-demand with organizations who are looking for proven performance improvement expertise and excellence.

No exam required

No formal training or exam is required to be a CPT. The CPT credential is the only competency-based performance improvement credential.

Not sure you're ready? Take the CPT self-assessment

Stand Out as CPT

27%

12%

Annual earnings > $150,000
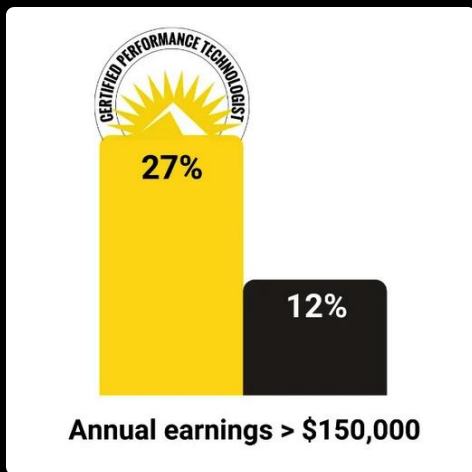
Certified Performance Technologists (CPTs)
Command Higher Earnings

27% of Certified Performance Technologists are the in
the top earning group versus 12% for non-CPT.
(Source 2021 job study)

Get Started with CPT

Additional ISPI Certification Programs For Individuals

CDT — CERTIFIED DEVELOPER OF TRAINING

CDT Handbook

CFT — CERTIFIED FACILITATOR OF TRAINING

CFT Handbook

International Performance Professional (IPP)

IPP Certification Process

Each participant's Workbook 1-6 must be based on ONE true project from work! Equivalent to a mini-Management Consulting Project value!

ISPI Registration/ Payment to ISPI

1 — Week 1 — Student Guide/Reading & Preparation
3 — Week 2 — Workbook 1
5 — Week 3 — Workbook 2, 3
7 — Week 4 - Week 6 one-one-one Coaching — Workbook 4,5,6

Workplace IPP Certification Classroom — Improve Results

2 — Online Session 1 — April 13, 2023
4 — Online Session 2 — April 18, 2023
6 — Onsite F2F Session 3 — April 23, 2023, Woodlands Hotel, Williamsburg, VA, USA Pre-conference Workshop

IPP

ISPI Accreditation

Based on our 10 Standards of Performance Improvement and a rigorous code of ethics, our accreditation process gives your organization an objective and quantifiable means of proving the quality and effectiveness of its products, programs, and services.

Accreditation creates positive association with our respected name, demonstrates awareness and acknowledgment of your commitment to performance, and provides you with constructive, actionable feedback through the review process.

ISPI

Department/Function/Organization

Standard 1: Partner & Collaborate	›
Standard 2: Lead the Department or Organization	›
Standard 3: Measure Department or Organization Results	›
Standard 4: Market the Department or Organization's Programs, Products and Services	›
Standard 5: Manage the Department or Organization	›

Get Your Program Accredited

Programs / Courses

Standard 1: Analyze the Need or Opportunity	›
Standard 2: Focus on Results	›
Standard 3: Partner or Collaborate	›
Standard 4: Actualize the Solution	›
Standard 5: Conduct Formative Evaluations	›
Standard 6: Measure Outcomes and Impact	›
Standard 7: Sustain the Results	›
Standard 8: Add Value	›

Shape the Conversation!

Join ISPI Events.
Learn From Best Practices.
Interact, Present Your Expertise!

Building Performance Support for NextGen Learning

How to Be a Successful Consultant - THRIVE! (3-Part Series)

RoundTable: How Carewashing Alienates Employees

AI: Is It a Fit in Your Learning and Performance Strategy?

How to Be a Successful Consultant - THRIVE! (3-Part Series)

ISPI EMEA Annual Conference

Competitive Advantage for Learning and Performance Professionals: The Future of Our Work

Mastering the Kirkpatrick Model: Maximize Training Impact

It Takes a Village! Collaborating Across Organizations for Professional Growth

From Order Taker to Empowered Professional: The Way Forward in L&D

This. Changes. Everything. - AI in L&D Today & Your Path Forward

ISPI Chapter Leaders Connection

Get Good with Articulate Storyline: Artificial Intelligence

Gulf Coast ISPI Virtual Career Cafe: Preparing for the AI-Driven Workplace

Building a Resource Toolkit - Free, Cheap, & Easy

RoundTable: To Build an Inclusive Culture, Start with Inclusive Meetings

Closing the Gap: Strengthen Performance with Effective Communication

The best event in the world

ISPISoCal Round Table: Training Works! Says the Science.

Capella ISPI Chapter Meeting

ISPI SoCal Presents From Insights to Action: How Analysis Can Make You a Game-Changer

Transforming Learning to Performance

Setting Up L&D Projects for Success with Mike Law, Ph.D.

RoundTable: Inclusive ADDIE : Initial Considerations for DEI Pedagogy

Gulf Coast ISPI Career Cafe: Turning Your Academic Work into Journal Articles

Building a Competitive Advantage with Learning: A New Opportunity

ISPI SoCal Presents Building a Competitive Advantage with Learning: A New Opportunity

Exploring Mobile Performance Support Systems in the Workplace with Yao Huang, Ph.D.

Gulf Coast ISPI VCOP's First Anniversary Celebration!

ISPI SoCal Presents: Performance Improvement as Design Engineering with Carl Binder

THE 2024 Annual PI Conference

Navigating the AI Revolution in Learning & Development:

ISPI SoCal Presents Virtual GEMS RoundTable

Emerging Trends in Instructional Design - Career Cafe

ISPI LIVE: Future of PI and AI4PI

AI-Powered Career Building

ISPI SoCal Presents The Trusted Learning Advisor with Dr. Keith Keating

Evaluating the Transfer of Training

Relevance and Robustness of Gilbert's Behavior Engineering Model in an Emerging Market

Career Compass: Navigating Jobs in Performance Improvement

Use Cases for Generative AI in Education and Instruction

ISPI LIVE with Aaron Maurer: Use Cases for Generative AI in Education and Instruction

ISPI LIVE: Use Cases for Generative AI in Education and Instruction (Maurer & Lee)

Future-Proofing Instructional Design: Turbocharge Your Development with AI Magic

The Future of Performance Improvement

ISPI Chapter Leader Meeting

Copy of ISPI LIVE with Judy Hale: Harnessing Emerging Technologies

RoundTable: Storytelling Can Make or Break Your Leadership

ISPI Trivia Bash

Celebration Honoring Sue Gabriele, Founder GEMS RoundTable

White Elephant Gift Exchange and Networking Event

AI & ADDIE: Transforming Instructional Design & Performance Improvement

RoundTable: Move Over 70-20-10. Rule 3-to-1 is the New Model for Learning

Special Gulf Coast Virtual Chapter Event: An Evening with Dr. Carl Binder!

Get Good with Articulate Storyline, by ATD San Diego

Designing Courses with AI

AR and VR 101: A Primer on the What, Why, and How

Round Table: Top Performers Have a Superpower, Happiness

Top 10 Tips for Creating a Successful Onboarding Experience (Minnesota ISPI)

Exclusive Presentation by Esteemed Experts Dr. Frank Fu and Dr. Tim Brock

ISPI LIVE with Alexander Salas: Instructional Systems Development for PI

ISPI EMEA Conference

ISPI LIVE w/Mariano Bernardez: Game-Changer Secrets of Social Performance

Grow Your Network: Part 2

ISPI Atlanta Presents: Performance-Focused Learner Surveys

ISPI Atlanta Presents: Communicating with Data - Best Practices in Data Visualization

Join Upcoming ISPI Events

ISPI Events (Last 12 Months)

US Hybrid Conference | EMEA Online Conference | 60+ Chapter Webinars

ISPI Annual Conference

2024

2023

2022

Hybrid

50+ Presenters

Academic/Government, Industry,
AI for Performance Improvement Tracks

Member Feedback

"I have attended the past four years and this year was absolutely the best!!"

"I appreciated the venue choice, speaker support, and all of the amazing topics and keynotes. The swag backpack was awesome, too!"

"I loved the conference area and rooms and being outdoors – a bonus. The tech service to presenter rooms was slick and seamless."

"Merci beaucoup! Une expérience incroyable et inestimable !!!"

"Congratulations also on the successful conference and I trust next year we will reach new heights."

ISPI

Start Engaging!

Description

- Our hands-on Principles & Practices workshop, which has drawn highly appreciative testimony from participants worldwide, uses case studies and real-world examples to immerse the learner in three days of diagnosis, development, implementation, and evaluation.
- Add value and make a difference in the business of your organization. Learn and apply a systematic approach to identify and analyze performance improvement opportunities that impact the bottom line.
- Try out innovative and flexible models, tools, and techniques as you generate solutions that will succeed. Build evaluative methods and sustainable implementation strategies to use immediately in your organization.
- With a reputation as the premiere workshop of its kind, the Principles & Practices Institute continues to support and guide practitioners at every level to build skills in performance improvement.
- From the broad view of the Performance Technology Landscape to detailed explorations of the Worker, Work, and Workplace, you will come away with a solid foundation in the Principles & Practices of Performance Improvement.

Upon completion, you will be able to:

- Define Human Performance Technology (HPT)
- Define performance and describe how to apply an HPT Road Map
- Clarify performance issues and determine if they are worthy of further analysis
- Apply the Total Performance System to profile organization development
- Identify possible drivers for performance issues
- Preribe appropriate solutions
- Close performance gaps and achieve desired results
- Identify levels of performance evaluation and the types of data each level yields
- Identify strategies and tactics for institutionalizing change
- Embed performance improvement technologies in your organizations

ISPI

Human Performance Technology Principles and Practices Workshop

Enroll in the Principles & Practices Workshop

Description

Whether you work primarily in instructional design, technical documentation, process improvement, or performance consulting, this workshop will show you how the CPT can help you prove that your work adds value to your clients. During this workshop you will get an overview of the standards on which the Certified Performance Technology (CPT) is based, the certification process, and how the credential came about. As a result, you will gain a deeper understanding of the standards and the criteria for achieving the CPT. You will engage in exercises where you will apply a reviewer's checklist to sample applications. You will see examples of well-documented applications and reviewers' feedback on some that did not meet the standards. You will also use a self-assessment guide to determine your readiness to apply for the certification. Participants will be able to:

- Understand the value of the CPT certification to them and their organization
- Better evaluate their work and the work of others\
- Assess their readiness to apply for the CPT designation
- \Develop a plan for their professional growth

ISPI

**Certified Performance Technologist
Certification Workshop**

Join the CPT
Workshop

Up Your Skills!

ISPI Publications and Resources
Learn From Experiences and Applied Research
Apply the Best Tools and Technologies
Make a Difference

Publications

Performance Digest

- Weekly curated articles from renowned journals and publications.

- A Must-Read for Leaders and Managers

**Get the Latest Trend
in Performance Improvement**

ISPI Performance Improvement Journal

- ISPI's PIJ is an acclaimed Journal geared toward practitioners of performance technology in the workplace.

- Learn from hands-on experiences with models, interventions, "how-to" guides, and ready-to-use job aids.

**Access PIJ
Publish Your Best Practices**

PIQ Performance Improvement Quarterly

- PISPI IQ's goal is to stimulate professional discussion and advance the field through the publications of scholarly works.

- PIQ emphasizes original work from the research and practice communities, and supports student and academic surveys.

**Access PIQ
Publish Your scholarly works**

**Launch Your Own
Research Survey**

Learn from Proven Approaches

Search for a keyword, author, ...

Enter a search term like: mega, ROI, Binder, Hale, Kaufman, AI4PI, performance analysis, measurement, coaching, leadership development, ...

Select Source

All

Select Type

All

117 Resources

Dataset contains curated assets only. Please visit ispi.org to access the latest PI resources.

📄 Internet Article

www.egovmonitor.com

Featured Case Study: E-Learning Transforms New joiners' Induction Program in Winchester, England

📄 Internet Article

danny-kathleen-langdon

Nursing Services Case Study

📄 Internet Article

danny-kathleen-langdon

New Enterprise Case Study

📄 Internet Article

danny-kathleen-langdon

Life Insurance Case Study

📄 Internet Article

danny-kathleen-langdon

LIFE Company Case STudy

📄 Internet Article

danny-kathleen-langdon

Hi Tech Case Study

Up Your Skills!

*ISPI Tools and Resources.
Apply the Best Tools,
Strategies, and Technologies.
Make a Difference*

Professional Journey wheel labels: EXPAND YOUR NETWORK, MAKE AN IMPACT, STAND OUT, SHAPE THE CONVERSATION, UP YOUR SKILLS

ISPI PROFESSIONAL JOURNEY

Click to Return to Overview

✨ ISPI Resource Gallery

A Curated Collection of 6,000+ Performance Improvement Tools, Resources, and Strategies.
Whether you are a Learning and Performance professional, a Manager, Leaders, or an academic or student, ISPI has the tools and resources to help you make a difference.

Find the Right Tools & Resources

Search for a keyword, author, ...

Enter a search term like: mega, ROI, Binder, Hale, Kaufman, AI4PI, performance analysis, measurement, coaching, leadership development, ...

Select Source

All

Select Type

All

Displaying 250 resources from 6,069; refine your search with keyword and filters.

Dataset contains curated assets only. Please visit ispi.org to access the latest PI resources.

🌐 ISPI Website
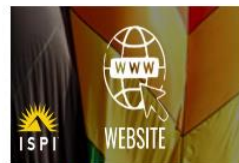*ISPI Society*
ISPI Vision and Mission

🌐 ISPI Website
ISPI Society
ISPI Leadership

🌐 ISPI Website
ISPI Society
Nominate a ISPI Board Member

🌐 ISPI Website
ISPI Society
ISPI Contact Us

🌐 ISPI Website
ISPI Society
Past ISPI Officers
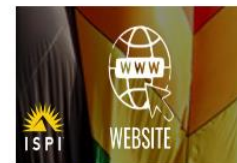
🌐 ISPI Website
ISPI Society
ISPI Code of Ethics

🌐 ISPI Website
ISPI Society
ISPI By-Laws

🌐 ISPI Website
ISPI Society
Performance Standards

"I am grateful to ISPI and our methodology. I have used it to achieve outstanding results for every organization I have worked for. I also used it to create my book Envision Your Extraordinary Life. We can design our own lives starting with identifying the results we want to achieve!" - **Linda H.**

"Thrilled to see ISPI has survived! Being a member for years, it was a highlight of my professional life. Met great people, learned so much and felt like a part of a wonderful and much needed profession and professional organization. Much success to all of you." - **Stacy R.**

"we are been working diligently to grow our chapter and have had several new members join us in the past few weeks. ISPI provides us all with many opportunities to grow beyond the classroom from free seminars and learning events to the wealth of resources available on the website." - **Lisa-Maria C.**

Start Engaging!

✨AI4PI - Artificial Intelligence for Performance Improvement (PI)

An ISPI platform to encourage evidence-based dialogue and practical application of AI to performance improvement.

AI4PI Framework

- A Model to Design and Implement Effective, Responsible, Human-Centered AI4PI Solutions

AI4PI Framework

AI4PI Insight Center

- Solutions, articles, white papers, best practices, concerns, limitations, and risks of AI4PI

AI4PI Insight Center

✨AI PI Advisor

- AI For Learning and Performance Professionals
- Grounded in decades of research from PIJ and PIQ.

✨AI PI Advisor

✨AI Performance Coach

- AI for Leaders and Managers
- The Guide to Systematic and Sustainable PI

✨AI Performance Coach

ISPI

✨ Performance Improvement Advisor * New in 2024!

AI For Learning and Performance Professionals

The AI-powered Performance Improvement Advisor offers Learning and Performance professionals evidence-based tools and strategies, grounded in decades of research published in ISPI's Performance Improvement Journal (PIJ) and Performance Improvement Quarterly (PIQ).

Hi! Are you looking for evidence-based performance improvement practices ? Ask me any questions...

Ask Me Any Questions

How is HPI different from L&D? | What are ISPI's 10 Perf. Standards? | How to analyze performance gaps? | What is ai4pi?

Type a message...

✨ Performance Coach * New in 2024!

The Manager's Guide to Systematic and Sustainable Performance Improvement

The AI-powered Performance Coach provides insights and strategies grounded in articles from renowned journals and publications.

Performance Digest
ISPI
www.ipsi.org

Hi! I am your personal performance coach ? Ask me any questions...

What's Your Performance Challenge?

Managing employee fatigue: What works?   Best practices for measuring performance?   Effective strategies for giving feedback?   Fostering

Type a message...

ISPI LIVE
40+ Videos

Masters' Series
50 Videos

Watch the On-Demand Videos

Training Master Series

George Limin Gu (顾立民), Co-founder, Improvement Consulting (改进咨询), and his team share with us the first video interviews of his Training Master Series, TMS talk. George facilitates remarkable interviews with Talent Development and HPT professionals.

1-10	11-20	21-30	31-40	41-50
Elaine Biech	Elliot Masie	Dr. Judy Hale	Dr. Victoria Marsick	Alex Salas
Dr. Roger Kaufman	Dr. Robert Brinkerhoff	Dr. James Klein	Dr. Will Thalheimer	Dr. Richard Swanson
Bob Pike	Dr. Robert Branson	Dr. Jack Phillips	Dr. Fernando Senior	Donald Clark
Dr. James Kirkpatrick	Dr. John Keller	Dr. Ronald Jacobs	John Lazar	David James
Dr. Roger Addison	Dr. Harold Stolovich	Dr. Jeanne Anderson	Dr. Patti Phillips	Dr. Patti Shank
Guy Wallace	Dr. Michael Allen	Dr. Marcy Driscoll	Belia Nel	Dr. Gary DePaul
Dr. Carl Binder	Dr. Nancy Burns	Dr. Karen Watkins	Darlene Van Tiem	Dr. Mariano Bernardez
Dr. Richard Clark	Dr. Robert Reiser	Lynne Kearny	Magda Mook	Dr. Tim Brock
Bill Wiggenhorn	Dr. William Rothwell	Margo Murray	Dr. Roz Tsai	Dr. John Turner
Dr. Ruth Clark	Dr. Klaus Wittkuhn	Dr. Greg Sales	Dr. Clark Quinn	Dr. David Ulrich

ESSENTIAL GUIDE FOR PERFORMANCE CONSULTING

Everything you need for performance consulting know-how

Get the Guide

What's in the guide?

o HPT concepts and standards in the workplace context and their relationship to Human Resource.

o An overview of the Human Performance Technology (HPT) landscape and the roles and competencies of performance consultants (HPT practitioners or HPT specialists).

ISPI

Learning and Development Specialist Professional Skills

The D. E. Shaw Group

New York, The D. E. Shaw Group
Headquarters 1166 Avenue Of The Americas
[...]oor New York, NY 10036 (between
W. 45th And 46th Streets), United States
(On-Site)

Microsoft Excel

🕐 25 days ago

ORGANIZATIONAL EFFECTIVENESS SPECIALIST

Baycrest

Toronto, Ontario, Canada (On-Site)

🕐 4 days ago

Talent Coordinator

EJ

East Jordan, Michigan, United States
(On-Site)

🕐 9 days ago

Director, CLER Site Visit Operations

Preferred

Accreditation Council for Graduate Medi...

Chicago, Illinois, United States (On-Site)

🕐 30+ days ago

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learning   Location   200 mi/320 kr ⌄   Search

→

Learning and Development Specialist Professional Skills

🏢 The D. E. Shaw Group

📍

New York, The D. E. Shaw Group Headquarters 1166 Avenue Of The Americas Ninth Floor New York, NY 10036 (between W. 45th And 46th Streets), United States

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**Post a Job
Find a Job**

Posted 25 days ago

💼 Job Type	💰 Salary	🏪 Industry
Full-Time	$175,000.00 -...	Finance
👤 Min Experience	🎓 Min Education	📄 Salary - Type
7-10 Years	BA/BS/Undergraduate	Yearly Salary

Description

OVERVIEW

The D. E. Shaw group seeks an experienced professional to join the firm's Learning & Development (L&D) team, focusing on designing learning offerings to bolster professional skills. Professional skills development for entry-level and more tenured staff is a critical part of the firm's talent strategy and is key to developing our future

---

Job Location

📍 New York, The D. E. Shaw Group Headqua... ⇅

Median Salary   **$5,625**
Net Salary per month

$ Cost of Living Index ⓘ   100/100
▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓

🏢 Median Apartment Rent $4,203 - $8,961
in City Center
(1-3 Bedroom)
▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓

⊕ Safety Index ⓘ   49/100
▓▓▓▓▓▓▓▓▓▓▓

Utilities

⚡ Basic $100 - $300
(Electricity, heating, cooling, water,
garbage for 915 sq ft apartment)
▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓

📶 High-Speed Internet $47 - $90
▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓▓

Expand Your Network!

Contact Any Members, Chapters, Collaborators, Committees. Develop New Partnerships

Click to Return to Overview

My Feed | My Career | My Profile | **Directory** | Messages | Connections | Groups | Quick Links ▾
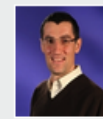
Basic Search | Advanced Search

👤 Who's Online Now?

Please enter your query below. You may search the directory for keywords and filter by the additional criteria provided as well. To search within specific profile fields use the advanced search.

Example: *Searching for "smith" will retrieve anyone with "smith" in their profile, including those with the name of Smith.*

Search Directory...

Any Group ▾

Any Country ▾

Location

Contact Any SPI Members

Add Photos

Ask the ISPI Community, Share your Expertise, Engage in the Conversation!

Post

William J. Rothwell uploaded new photos to their photo gallery
🕓 3 days ago at 5:37 am

☆ Like   ➤ Share

Write a comment...

My Engagement

Frequent Contributor

Increase your engagement by posting to the feed, commenting on, liking or sharing a post.

Christian A. Stover uploaded a new photo to their photo gallery
🕓 08/17/2024 at 8:54 am

Leading Contributors

You rank in the **top 1%**
#3 out of 13,438

1 **Lynne MacBain** ☀
   ◾ Frequent Contributor
   ✉ Message

2 **Jie Chen** ☀
   ◾ Frequent Contributor
   ✉ Message

ISPI

ISPI Advocate Members

ISPI Advocates are the highest level of organizational members committed to advancing ISPI's mission, values, and future. Advocates serve as a sounding board and resource to the ISPI board. Join and find out how Advocates apply ISPI principles and practices to make a significant difference.

Amgen harnesses the best of biology and technology to fight the world's toughest diseases, and make people's lives easier, fuller and longer. We discover, develop, manufacture and deliver innovative medicines to help millions of patients. Amgen helped establish the biotechnology industry more than 40 years ago and remains on the cutting-edge of innovation, using technology and human genetic data to push beyond what's known today.

Synchrony (NYSE: SYF) is a premier consumer financial services company delivering one of the industry's most complete digitally-enabled product suites. Our experience, expertise and scale encompass a broad spectrum of industries including digital, health and wellness, retail, telecommunications, home, auto, outdoors, pet and more.

Your personal care team. Our doctors, hospitals, and health plans are all connected — collaborating seamlessly across specialties so you can stay at your best.

Since 1790, the Coast Guard has safeguarded the American people and promoted national security, border security, and economic prosperity in a complex and evolving maritime environment. The Coast Guard saves those in peril and protects the Nation from all maritime threats.
As a branch of the U.S. Armed Forces, a law enforcement organization, a regulatory agency, a member of the U.S. Intelligence Community, and a first responder, the Coast Guard employs a unique mix of authorities, broad jurisdiction, flexible operational capabilities, and a network of partnerships.

A gas station? EV charging hub? Convenience store? Restaurant? Coffee shop? Car-wash? The cleanest public restroom, EVER?
Sheetz is ALL of that, plus more. We exist to be your ultimate one-stop-shop: a destination for busy people, if you will. Food, fuel, or whatever the freak you want… Consider it handled here. Our magic power is giving you what you want, when you want it, how you want it. Whether you're underneath our red awning or tapped into our mobile app, you're in for kicked-up, unbeatable convenience that's alwayz served with a smile.

Advance ISPI's Mission, Shape the Industry

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ISPI Organizational Members

When your business becomes a Corporate Member of ISPI, you get practical benefits, such as memberships, conference registrations, and conference discounts, as well as the benefit of being a noted supporter of the field of Performance Improvement and the mission of ISPI.

Boise State University is a public research university in Boise, Idaho. Founded in 1932 by the Episcopal Church, it became an independent junior college in 1934 and has been awarding baccalaureate and master's degrees since 1965.

Capella University is a for-profit, online university headquartered in Minneapolis, Minnesota. The school is owned by the publicly traded Strategic Education, Inc. and delivers most of its education online. In 2019, Capella added learning sites in Atlanta, Georgia and Orlando, Florida.

Hale Associates specializes in performance improvement focusing on evidence-based certification and credentialing, performance-based curriculum, measurement and evaluation, and sustaining initiatives. Hale consults with corporations and credentialing agencies on the design and validation of programs and standards used to qualify people and learning products.

Contact Us

Huashang Jiye is a professional management consulting and training company dedicated to helping Chinese companies complete performance indicators, improve process efficiency, break through development bottlenecks, and achieve management upgrades through performance improvement technologies.

Support ISPI
Engage Your Employees

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Why Joining ISPI as Corporate Member Feedback from Our Members

- ISPI is based more on scientific-based concepts versus fads.
- ISPI promotes the value of a solution-neutral mindset.
- Many of the members are open to sharing performance improvement techniques/strategies that they have used and the results, whether they have worked or not.
- ISPI Principles and Practices consider the Impact on business results, connection and impact to business strategies.
- These are meaningful [ideas] and a good opportunity to invest in ISPI Advocates as a community of practice.
- Thanks for providing this opportunity for us to meet with the Board!
- Benefit of connecting with all thought leaders in Human Performance.
- ISPI website improved/member-focused.

Start Engaging!

ISPI Chapters

ISPI benefits from a strong network of international, local, and regional chapters, including representation across the US as well as Canada, Europe, and Asia.
Chapters provide an excellent way for professionals to understand and apply human performance technology firsthand. They also offer a gateway to leadership roles and enhance networking experience.

ISPI

Idaho Boise State (BABS)
President - Andrew Clark
Program Chair - Jie Chen
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Atlanta
President - Cathy Brown
VP Technology - Mike Law
VP Programs - Simmy Wolfe
VP Finance - Michael Cufaro
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Capella University
President - Kay Simon
VP Technology -
VP Programs -
VP Finance -
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Charlotte
President - Samantha Burroughs
VP Technology -
VP Programs -
VP Finance -
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Minnesota
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President-Elect
VP of Programs
VP Marketing-Communications
VP of Finance
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VP of Programs
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President-Elect - Nicole Endsley
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VP Communications - Vacant
VP Membership - Vacant
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Michigan
President
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Hampton Roads
President
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Tennessee
President Bill Stetar
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Wild West
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President-Elect Mike Saunderson
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VP Marketing - Treion Muller
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Massachusetts
President Lucy McKain
President-Elect
VP of Programs
VP Marketing
VP Virtual Platform
VP of Finance
Read More

Find an ISPI Chapter

"We are been working diligently to grow our chapter and have had several new members join us in the past few weeks. ISPI provides us all with many opportunities to grow beyond the classroom from free seminars and learning events to the wealth of resources available on the website." - Lisa-Maria C., ISPI Chapter Member

ISPI Collaborators

ISPI is proud to partner with and support the work of our members who continue to find new and innovative ways to engage in the field of Performance Improvement.

Improvement Consulting, China

Learn More

The Work Learning Research

Learn More

PAAx Certifications

IFNAE is a management consulting firm that supports clients in achieving sustainable results.
We are leaders in systems-oriented and participatory approaches to needs assessment and planning, human and institutional performance improvement, and monitoring, evaluation, and learning (MEL) systems.

Learn More

Sinotrac Certifications

ISPI has been engaged with Sinotrac since 2011, and is pleased to partner with Sinotrac for the promotion of the Certified Performance Technologist designation

The Institute for Performance Improvement

Learn More

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ISPI Commitees

Chapter Affiliation Committee >

Marketing & Communication Committee >

Membership / Engagement Committee >

Collaboration Committee >

Conference Committee >

Certification Committee >

Publication Committee >

Academic Committee >

Advocate and Organizational Member Committee >

Finance & Administration Committee >

Vital Records, Contracts Committee >

Get Engaged with ISPI Committees.
Make a Difference

ISPI

Member Feedback

"Everyone was engaged and excited about ISPI's future. I enjoyed the presentations and workshops, but the conversations were the most significant aspect of the event for me. I spent the week talking with people who shared similar interests and who understood the meaning of Performance Improvement without needing any explanation."

"Throughout the conference, I had the opportunity to learn new things, share my experiences with others, and forge new friendships."

"As a member of ISPI for nearly four years and the president of an ISPI chapter, I thought I had a good grasp of what the organization was all about. However, it was at the 2024 conference that I genuinely experienced ISPI as my community and my professional home."

"The energy, passion, and knowledge shared by the attendees, speakers, and organizers were genuinely inspiring. I left the conference feeling reinvigorated and more connected to my fellow Performance Improvement professionals than ever before."

"I am already looking forward to next year's conference and the opportunity to reconnect with my ISPI family once again."

Start Engaging!

INDIVIDUAL MEMBERSHIPS

	GOLD	SILVER
MAKE AN IMPACT		
Professional journey to elevate your career and make a difference	Unlimited	Limited
Opportunity to join ISPI's Community Service Programs (CSP)	✓	✗
Opportunity to volunteer on ISPI Committees	✓	✓
Opportunity to chair an ISPI committee (Leadership Experience)	✓	✗
STAND OUT - ISPI CERTIFICATIONS		
Discount on CPT, CDT and CFT certification fees	30%	20%
Apply and be eligible for ISPI Awards of Excellence	✓	✗
Opportunities to publish in PI Journal and PI Quarterly	✓	✗
SHAPE THE CONVERSATION – ISPI EVENTS		
Discount to join and present at ISPI annual conference	30%	20%
Discount on selected ISPI products (P&P workshops, Perf. Cons. guide)	30%	20%
UP YOUR SKILLS – ISPI PUBLICATIONS AND RESOURCES		
Receive ISPI Weekly Performance Digest	✓	✓
Access to PI Journal (PIJ) and PI Quarterly (PIQ)	Unlimited	Limited
Access to ISPI online resources: 6,000+ tools; 100+ PI stories	Unlimited	Limited
Access to ISPI career center	✓	✓
Special pricing on prof. liability, health, dental, life, auto insurance (US)	✓	✓
EXPAND YOUR NETWORK		
Access to ISPI directories	✓	✓
Access to ISPI social network platform	✓	✓

INDIVIDUAL MEMBERSHIP LEVELS TARGET SPECIFIC MEMBER NEEDS

GOLD members receive all benefits:

✓ Receive an ISPI award

✓ Publish PIJ/PIQ articles

✓ Chair an ISPI committee

✓ 30% discounts

✓ Full access to ISPI resources

✓ Join Community Service Programs

ISPI also offers
Corporate and Academic
Memberships.

Join Now and Get Involved!

New Members Receives a Free Copy of the Essential Job Aids for Performance Consulting

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Corporate Memberships

	Advocate	Patron	Organizational
Gold level memberships (included)	5	5	5
Additional gold, silver, bronze members	30% off	20% off	10% off
Discount on all eligible ISPI products & services	30% off	20% off	10% off
Discount on additional ISPI conference & event registrations	30% off	20% off	10% off
CPT application fee discount	30% off	20% off	10% off
In house workshops & institutes discounts	30% off	20% off	10% off
PIJ & PX ad discounts	30% off	20% off	10% off
Website listing	✓	✓	✓
Unlimited online journal access to PIJ and PIQ	✓	✓	✓
Unlimited job bank access	✓	✓	✓
ISPI annual conference registrations	2	-	-
PIJ listing	✓	-	-
Special meetings & events	2	-	-
Special collaboration space on ISPI website	✓	-	-
Attendance for additional programs, when available	2	-	-
Estimated Value	$10,000	$5,000	$3,500

ISPI

MEMBERSHIP TAILORED TO MEET

YOUR ORGANIZATION'S NEEDS

ISPI has a variety of membership levels available to fit your organization's needs and budget.

Find the one that works best for you.

**Contact Us About
Your Corporate Membership**

Q&A