



PROGRAMS DEPARTMENT RESPONSIBILITIES

1. Design and implement programs that connect our members, provide value, and advance talent management practices throughout our community.
2. Connect with our members and assess how the talent management landscape is changing, to better inform our programming efforts.
3. Provide challenge and growth opportunities to our members.

THE MOST FUN THING ABOUT THE PROGRAMS ROLE?

Staying on top of the latest trends in our field through our members. Programs Directors enjoy the benefit of being in the center of informing our T&D community about the cutting edge trends in the field, which pushes and grows us as professionals too!

THE BIGGEST CHALLENGE THE PROGRAMS ROLE?

Our field is expanding & growing rapidly, which is exciting and difficult at the same time! Working to overcome the challenge of delivering something of value to every single member despite the fact that there are so many members with such diverse needs and preferences is our biggest obstacle.

2018 GOALS

1. Focus on quality of the programs and influx
2. Explore avenues to diagnose member needs such as survey monkey or google
3. Post program calendar early, communicate with marketing and technology

Check out all of the Board Members and learn more about becoming a Board Member yourself at:
tdsandiego.org/about/chapter-leaders-2018 and
tdsandiego.org/members-only/become-a-chapter-leader





SAN DIEGO CHAPTER
Association for
Talent Development



2018 PROGRAMS
DIRECTOR
Raymond Valenzuela

Raymond Valenzuela has a Masters in Industrial and Organizational Psychology and is currently working on a PhD in Organizational Leadership. Accumulating over 13 years of progressive experience as a senior-level learning leader, Ray specializes in designing and delivering large-scale learning strategy and working with organizations to strategically align human performance to business outcomes. His responsibilities include; developing organizational learning strategies using a systems-approach and designed to build organizational capacity; designing and developing change strategies centered around driving learning transformations; aligning learning outcomes and human performance to critical business objectives; establishing cultures that support learning internally to the organization; and using predictive analytics that feature metrics and milestones designed optimize and improve learning initiatives. Ray is currently the owner/operator of VASR Group, based out of San Diego, and works with clients internationally.