

# Talent Management Reporting Professional (TMRP) Certification

L&D has often fallen short in the ability to tell a story on how they are driving the business forward. Luckily, all of the tools, methodologies, and technology you need to measure, analyze and communicate learning's impact on your organization's business metrics are readily available. Learn how by becoming a certified Talent Management Reporting Professional.

## What is TMRP Certification?

The Talent Management Reporting Professional certification program leverages the Net Impact System (NIS) as its measurement foundation.

The Net Impact System is a continuous improvement approach specific to L&D that focuses on learning's impact to the business, reduced waste, alignment to business goals, and developing a more effective story around L&D's contributions.

NIS was designed by the Talent Development Optimization Council (TDOC) - an industry initiative pioneered by leading organizations and industry experts, including Deloitte, KPMG, PwC, the Department of Defense, JetBlue, Cigna, Performitiv, i4cp, the ROI Institute, and more.



In addition to teaching participants how to leverage the Net Impact System, the TMRP Certification program includes broader topics to drive more effective reporting.

**This practical, hands-on certification will enable you and your organization to:**

- **Improve conversations with Executives**
- **Set up your measurement to enable effective Management Reporting**
- **Execute change management and communications to enable the system**
- **Produce actionable continuous improvement reporting to drive effectiveness**
- **Tell the story of L&D impact on the business in a way that resonates**
- **Use data visualization effectively**





# Is TMRP Certification For My Organization?

## TMRP Certification is perfect for organizations that:

- Are not equipped to effectively answer questions on L&D impact and provide leaders with data that's important to them
- Need to better demonstrate the impact of their investments on the business
- Have a goal to progress their analytical and reporting capabilities

## TRMP Certification is perfect for individuals who:

- Want to advance their understanding of how learning impacts performance
- Desire hands-on training on internal communications and change management relevant to L&D
- Seek a portable certificate of their expertise in reducing waste, aligning to business goals, and effectively telling the story of learning's impact

## What's Required for Certification?

- Participation in the 2-Day Workshop
- Completion of a Post-Workshop Project:
  - All required data and resources provided
  - Projects require verification by Performitiv

## How Do I Keep My Certification?

- Obtain six (6) credits every three years
- Credits can be obtained through:
  - Performitiv Learning Events
  - Non-Performitiv Learning Events
  - Organizational Projects




## What Does the Content Focus On?

- Introduction to Net Impact System
- Managing Executive Conversations
- Establishing the Right Measurement
- Change Management & Comms
- Reporting Overview
- Executive Reporting
- Operational Management Reporting
- Dashboards
- Presenting Your Data

# Certify Your Team on Talent Management Reporting

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