What can I do with a Doctor of Education with a specialization in Performance Improvement Leadership?

Use this resource to research some of the career options associated with this degree and specialization. Please refer to the User Guide for more detailed tips on how to make the most of this resource.

About this specialization

The EdD in Performance Improvement Leadership specialization is designed for experienced career professionals who wish to advance to leadership roles such as chief learning officer, training director, professor, performance improvement specialist, or manager of learning and performance improvement. Throughout the specialization, learners broaden and deepen their understanding of both strategic and tactical issues that are important to the success of any performance improvement intervention. Learners gain knowledge necessary to excel as scholar-practitioners, and apply advanced skills in innovative and critical thinking, research, and problem solving. The curriculum is based on the human performance improvement standards and models from the Association of Talent Development (ATD) and the International Society for Performance Improvement (ISPI).

Related job titles to explore*

The sample job titles below represent a range of options for professionals with this degree and specialization. While some titles represent entry-level positions, others may require previous experience in the field.

- Chief learning Officer
- Corporate training specialist
- Training and development manager
- Director of training and education
- Performance technologist
- Director of employee training and curriculum
- Director of talent management
- Performance improvement consultant
- Distance education specialist
- Director of academic improvement
- Director of distance learning
- Adjunct or part time faculty
- Full-time faculty

*These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title.
EdD with a specialization in Performance Improvement Leadership

Related employment settings to explore

Professionals with this degree and specialization may work in a variety of industries and settings. The following list of employment settings is not exhaustive, but is intended to provide an introduction to the opportunities in this field.

- Corporation
- Health care
- Nonprofit organization
- P-12 education (organizational performance)
- Land-based or online college or university
- Military
- Government – local, state, federal

Samples of associated skills

- Assessing human performance systems
- Selecting and designing interventions to improve performance
- Implementing human performance interventions
- Evaluating effectiveness of human improvement interventions
- Leading performance improvement processes and initiatives

Sources for job listings

Explore specific job postings to clarify your career goals, better understand the required skills and experience, customize your job search documents, or target your job search.

Association for Talent Development Job Bank
www.td.org/Job-Bank

Indeed
www.indeed.com

LinkedIn
www.linkedin.com

LinkUp
www.linkup.com
Professional associations & industry information

Utilize professional associations to gain familiarity with the field, learn about current issues and industry trends, identify opportunities to get involved, make professional connections, and contribute your subject matter expertise. Consider joining state or local chapters to meet professionals in your region.

Association for Talent Development
www.td.org

International Society for Performance Improvement
www.ispi.org

O*Net Occupational Information Network
www.onetonline.org

Society for Human Resource Management
www.shrm.org

Wall Street Journal Career Journal
www.careerjournal.com

Salary information

JobSmart Salary Survey
www.jobstar.org

Occupational Outlook Handbook
www.bls.gov

Salary.com
www.salary.com

NACE Salary Calculator
www.jobsearchintelligence.com/NACE/jobseekers/salary-calculator.php
Career Center resources & services

The Career Center assists learners and alumni in developing and implementing their career management goals resulting in measurable career outcomes. Career counselors serve learners and alumni in all Capella University schools and degree programs. Services are free of charge to learners and alumni.

iGuide Career Center
This comprehensive career site contains a wealth of information on career planning, job searching, resume and CV writing, interviewing, and more.

Career Connection
Career Connection allows users to search for jobs, research employers, or apply for jobs with employers who are interested in recruiting Capella learners and alumni. In addition to the jobs posted in the Capella Network of employers, users can extend their search and find additional employment opportunities through a national network of employers.

Career counseling and job search advising
Career counselors consult with learners and alumni individually by phone and e-mail.

Resume and curriculum vitae (CV) review
Career Center staff members are trained in resume and CV critique. The online Career Center in iGuide provides sample resumes, CVs, and cover letters to help learners and alumni get started. When the draft is ready, Career Center staff work with the learner or graduate to transform the documents into effective self-marketing tools.

On-demand tutorials
Recorded interactive media pieces are created specifically for Capella's learners, alumni, and prospective learners. The interactive elements provide you opportunities to work with the material in a meaningful way and make connections to your experiences and situations. Because they are recorded, you can access them at your convenience.

Career seminars
The Career Center offers free, five-day seminars, which are facilitated by Career Counselors in the Capella courseroom and are designed for learners enrolled in all specializations.

• Career Exploration and Planning seminar focuses on articulating skills, interests, and work values; gaining a better understanding of target industries and professions; and creating an action plan to move toward the desired career goal.
• Effective Job Search Strategies seminar focuses on specific job search strategies to help you meet your short-term employment goals, as well as strategies for managing your career over the long-term.

Visit the online Career Center to learn more about services and resources available to help you reach your career goals.

See graduation rates, median student debt, and other information at www.capellaresults.com/outcomes.asp

ACCREDITATION
Capella University is accredited by the Higher Learning Commission.