

Nathan Chambers, M.S., ABD

Author · Leadership & Instructional Design · The Science of Human Performance, Applied



ABOUT

Nathan Chambers, M.S., ABD, writes at the intersection of leadership, learning, and human performance improvement. His books — *The Relationship Factor*, on leader-member exchange across a four-generation workforce, and *A Practitioner's Guide to Instructional Design*, a performance-first walk through the full ADDIE lifecycle — share one discipline: diagnose before designing, and measure what changed.

Nathan came to the work from practice, not the academy: years spent across the table from business owners certain they needed a course, watching expensive training go unmeasured. He holds an M.S. in Human Performance Technology from Boise State University's Organizational Performance and Workplace Learning program and reached all-but-dissertation status in Training, Learning, and Performance Improvement at Capella University before choosing to write from practice instead. He speaks and runs workshops on performance diagnosis, multi-generational leadership, and AI in L&D.

THE BOOKS

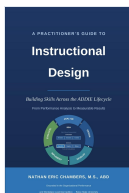


The Relationship Factor

Leader-Member Exchange, Generational Employees, and the Science of Human Performance Improvement

A leadership guide integrating LMX theory, generational cohort dynamics, and human performance improvement to help leaders develop and retain employees across four

generations.



A Practitioner's Guide to Instructional Design

Building Skills Across the ADDIE Lifecycle

A performance-first walk through the full ADDIE lifecycle, threaded with Gilbert's Behavior Engineering Model — diagnosing the real problem before designing the solution.

CREDENTIALS

- M.S., Human Performance Technology — Boise State University (OPWL)
- Doctoral Candidacy (ABD), Training, Learning & Performance Improvement — Capella University
- Two-time self-published author (2026)
- Speaker & workshop facilitator

SPEAKING TOPICS

"Could they do it if their life depended on it?"

The one-question diagnostic that stops organizations from buying training for problems training can't fix. Built on Gilbert's Behavior Engineering Model.

The Relationship Factor: Leading Four Generations

How leader-member relationship quality drives performance across Boomer, Gen X, Millennial, and Gen Z employees — and the habits that build it.

AI Didn't Replace the Designer — It Raised the Bar

What AI actually changes in L&D production work, and which human disciplines become more valuable.

High-resolution assets available on request: author headshot (print & web), both book cover images, and additional author photography. Contact below for files, interview scheduling, or review copies.

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