Founder Ralph C. Smedley recognized the need to help people build their career advancers. "Basic Training for Toastmasters" is a program that leverages the foundational competencies learned through Toastmasters: public speaking skills and gain confidence in social settings.

Pathways leverages the foundational competencies learned through Toastmasters: public speaking and leadership techniques. Apply motivational strategies, engage an audience, listen, demonstrate active listening skills, use body language effectively, and master presentation techniques. These are just a few of the competencies that Pathways builds at each level.

The Pathways rollout is the first formal speech training is introduced, the club experience. The chart below highlights Toastmasters' five core programs.

**Benefits for Corporations**
- Transforms their careers and employee retention.
- Elevates employees' skill set and transforms their careers.
- Master soft skills that are in demand and can be accessed online to meet today's workforce needs.

**Benefits for Individuals**
- Get to know Pathways at a glance.
- Helps mature managers and employees learn best in moments of enjoyment.
- Augments existing training programs and encourages ongoing employee development.
- Helps internationals professionals learn English.
- One program offers more than 300 unique competencies.

Toastmasters introduces Pathways, a multi-manual, Advanced Communication and Leadership Program, which leverages technology, is competency-based, and can be accessed online to meet today's workforce needs. Pathways is launched to meet the growing demand for leadership and communications skills.

**History and development**
- 1924: Toastmasters introduces "The Art of Speech Making".
- 1929: Leadership manual is introduced.
- 1948: The Speech Fundamentals manual is introduced.
- 1951: The Toastmasters "Communication and Leadership Program" is introduced.
- 2019: The Pathways rollout is introduced.