



2018 ATD Kentuckiana Awards Planning Document

Confidentiality Statement

The details of all applications will remain in strict confidence and will only be shared with the panel of judges for the awards. ATD Kentuckiana will publicly recognize the winners on its website, at local events and during the awards luncheon at the Day of Learning conference. No details of the project will be included in this publicity. However, names, images and project titles/descriptions may be shared.

ATD Kentuckiana IMPACT Awards

The Impact Awards are given to individuals and organizations who show a direct correlation among organizational objectives, talent development program implementation, and the validated impact on the objectives.

Section 1 – General Information

Are you an:

- Organizational (Program developed and completed by a team within the organization. At least one individual in the organization must be a member of ATDKY.)
- Individual (Program developed and completed primarily by a single individual. The individual being nominated must be an ATDKY Member)

Contact Info

Primary Contact Name	
Title	
Organization	
Team Member Names (if applying as an organization)	
Contact Phone Number	
Contact Email	
Postal Address	
ATD Member Name*	
<input type="checkbox"/> Local Chapter	<input type="checkbox"/> National Member



Section 2 – Program Information

Name of Program	
Start and End Dates of Program	

*** For an organizational application the organization must have at least one ATDKY member. For an individual application the nominated individual must be an ATDKY member.**

Brief description of your project (250 words max)

ATD Competency Alignment (check only one):

- Learning Technology (Complete section 3a)
- Integrated Talent Management (Complete section 3b)
- Change Management (Complete section 3c)
- Knowledge Management (Complete section 3d)
- Managing Learning Programs (Complete section 3e)
- Evaluating Learning Impact (Complete section 3f)
- Instructional Design (Complete section 3g)
- Training Delivery (Complete section 3h)
- Coaching (Complete section 3i)
- Performance Improvement (Complete section 3j)



Section 3: Judging Criteria

The ATD Impact Award judges would like to learn more about your efforts to move the Talent Development needle within the organization. Only complete the sections relevant to the competency alignment you selected.

Please provide the following:

3a. Learning Technology

1. What business objective and L&D strategy does this initiative align with? (200 words max)

2. Describe how you determined the business need for the initiative. (200 words max)

3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you designed and developed an innovative technology solution to the problem. (200 words max)

5. How did you or your team implement the solution and evaluate its effectiveness? (250 words max)

6. Describe how your validated outcomes showed a measureable positive outcome against the original objective. (200 words max)

7. Present the validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3b. Integrated Talent Management

1. What business organizational goal does this initiative align with? (200 words max)

2. Describe how you determined the business requirement for the initiative. (200 words max)



3. Describe your use of individual and organizational assessments. (200 words max)

4. Describe how you designed and developed an innovative solution to the problem. (200 words max)

5. How did you or your team develop measures to adequately compare the original data and outcomes of the initiative? (250 words max)

6. Describe how your initiative produced positive outcome against the original objective. (200 words max)

7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3c. Change Management

1. What business talent strategy objective does this initiative align with? (200 words max)

2. Describe how you determined the business need for the initiative. (200 words max)

3. Describe your method of establishing sponsorship and ownership of change initiative (200 words max)

4. Describe how you managed the change process. (200 words max)

5. How did you or your team measure and evaluate the change results? (250 words max)

6. Describe how your validated outcomes showed a measureable positive outcome against the original objective. (200 words max)



7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3d. Knowledge Management

1. What business talent strategy objective does this initiative align with? (200 words max)

2. Describe how you determined the business need for the initiative. (200 words max)

3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you designed and developed an innovative solution which facilitated collaboration, social learning and established a knowledge culture. (200 words max)

5. How did you or your team implement the technology and determine its effectiveness? (250 words max)

6. Describe how your validated outcomes showed a measureable positive outcome against the original objective. (200 words max)

7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3e. Managing Learning Programs

1. What business vision and strategy objective does this initiative align with? (200 words max)

2. Describe how you determined the business need for the initiative. (200 words max)



3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you designed and developed legal, ethical and regulatory compliant solutions to the problem. (200 words max)

5. How did you or your team defined success and implemented the technology? (250 words max)

6. Describe how your validated outcomes showed a measureable positive outcome against the original objective. (200 words max)

7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3f. Evaluating Learning Impact

1. What business talent strategy objective does this initiative align with? (200 words max)

2. Describe how you gained support for the evaluation plan. (200 words max)

3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you designed and developed the metrics for the plan. (200 words max)

5. How did you or your team implement and measure the plan? (250 words max)

6. Describe your evaluation report and how the results aided decision making in the organization. (200 words max)



7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3g. Instructional Design

1. What business learning and development objective does this initiative align with? (200 words max)

2. Describe how you determined the business need for the initiative. (200 words max)

3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you determined the appropriate learning approach and delivery technique to solve the problem. (200 words max)

5. How did you or your team implement the solution? (250 words max)

6. Describe how your validated outcomes showed a measureable positive outcome against the original objective. (200 words max)

7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3h. Training Delivery

1. What business learning and development objective does this initiative align with? (200 words max)

2. Describe how you determined the business need for the initiative. (200 words max)



3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you designed and developed the appropriate instructional material and implemented adult learning principles. (200 words max)

5. How did you or your team managed the learning environment and engaged the learners? (250 words max)

6. Describe how you determined the appropriate level of Kirkpatrick's levels of assessment. (200 words max)

7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

3i. Coaching

1. What business coaching objective does this initiative align with? (200 words max)

2. Describe how you determined the business need for the initiative. (200 words max)

3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you designed and developed learning opportunities, goals and plans specific to the client. (200 words max)

5. How did you or your team establish the trust relationship necessary for coaching? (250 words max)

6. Describe how your validated outcomes showed a measureable positive outcome against the original objective. (200 words max)



7. Describe how you met all ethical and professional standards for one-on-one coaching. (500 words max)

3j. Performance Improvement

1. What business objective does this initiative align with? (200 words max)

2. Describe how you determined the key stakeholders for the initiative. (200 words max)

3. Describe your benchmark data and how you collected it. (200 words max)

4. Describe how you used the performance and cause analyses to design and develop the solution. (200 words max)

5. How did you or your team implement the solution? (250 words max)

6. Describe how the results compared to the benchmark data and produced a measureable positive outcome against the original objective. (200 words max)

7. Present these validated outcomes (metrics, testimonials, evaluations, etc.) as measured against the original objective. (500 words max)

Impact Awards Eligibility:

- Any organization implementing Talent Development initiatives may apply.
- Program must align with an ATD Competency.
- Program had a measurable impact in 2017 or 2018.
- Consultants may apply for individual or organizational awards under the same criteria.
- Previous programs that were ATD Kentuckiana award recipients are not eligible. Winning organizations and individuals may apply with a different program.



- At least one person from the nominated organization must be a current ATD member at the national and/or local level. For individual awards, that individual must be a member.

Awards Committee may select multiple recipients for each award.