**ATD Kentuckiana 2021 IMPACT Award Application**

**General Information**

1. **Submit as an**

**** **Organization** (Program developed and completed by a training, learning or talent/organizational development team within the organization.)

**Individual** (Program developed and completed primarily by a single individual in the training, learning or talent/organizational development profession.)

Primary Contact Name:

Title:

Name of Organization:

Team Members Names (if applying as an organization)

Contact Phone number:

Contact email:

Size of workforce:

1. **Briefly describe what your organization does**. Please do NOT include the organization name (Max 250 words.)
2. **Name of program or Initiative:**
3. **When was the program implemented? How long has it been in place?**
4. **Please select the award category (practice) you are applying for from the list below.**

(Select only one practice per application.)

**TALENT MANAGEMENT**

** Integrated Talent Management**

A practice which strategically unites multiple human capital functions to maximize organizational effectiveness and results in building culture, engagement, capacity and capability.

** Coaching and Mentoring**

Systematic approach to improve others’ ability to set goals, take action and maximize strengths.

** Leadership Development**

Developing the competencies of existing and emerging leaders and managers, including a focus on “human” skills associated with EQ, communication, and critical thinking skills.

**ORGANIZATIONAL DEVELOPMENT**

** Performance Improvement**

Systematic approach for analyzing human performance gaps and designing, developing and implementing solutions to close the gaps.

** Change management**

Systematic approach for moving organizations, individuals and teams from current state to a desired state.

** Diversity and Inclusion**

Practices designed to address challenges and opportunities related to diversity, inclusion, and cultural competence.

**LEARNING SOLUTIONS**

** Learning Technology**

Practices that use technology to address learning needs and engage the workforce.

** Knowledge Management**

Capturing, distributing, and archiving intellectual capital to encourage knowledge-sharing and collaboration.

** Design and Delivery**

Designing and delivering formal and informal learning solutions using a variety of methods resulting in training that is both engaging and effective.

1. **Provide a brief description of the initiative including the problem, solution, target audience and key takeaways**. This information will be used for context and may be used in the awards program for winners. This response will not be scored.

(Max 400 words.)

**Scored Questions**

To ensure the judging process is completely objective, please do not use your organization’s name, your program name if it contains a reference to your organization, or any other identifying information in your answers.

**Needs Identification – 20% of score**

Describe the organizational need and process used to identify and understand the business/ organizational need, problem or challenge. (Max 500 words.)

**Design and Delivery – 20% of score**

Describe the process used to design and develop the talent initiative and explain your rationale for choosing a specific design. How did you collaborate with stakeholders and how does the initiative align with organizational goals? (Max 500 words.)

**Evaluation Strategy– 20% of score**

Describe the process used to assess the impact of the initiative and why it was the most appropriate measure of success. Include the data that was measured, how it was collected and how frequently. Explain how the evaluation strategy measures the original desired outcome.

**Results – 35% of score**

How has the initiative impacted the business or people strategy it was designed to support? Provide measurable results that demonstrate the desired outcomes that were achieved including cost, ROI, and any specific participant behaviors that resulted from this initiative. (Max 500 words.)

**Knowledge Sharing – 5% of score**

Describe the lessons learned and how the initiative resulted in practice improvements. How are the lessons learned or results communicated inside and outside the organization?

(Max 250 words.)

**Supporting Documents**

You may attach up to four (4) document files with your application. (Max file size 20MB)

**Please remove all organization references, logos, other brand elements and other identifying information from your uploaded documents (including screenshots).**

Please use the following file naming convention prior to uploading:

**Your company name – Award Category – Document Name**

e.g. ABC Company-LeadershipDevelopment-LeadershipModel.pdf