Program Area: Learning and Development

Category: Best Learning Leader

The category **Best Learning Leader**honors an influential executive who has driven transformative change in how their organization approaches learning and development. As a strategic Chief Learning Officer or leader in the training function, this individual has spearheaded initiatives that have tangibly advanced organizational performance through human capital development. The ideal winner will exemplify modern learning leadership with vision and innovation. Judges will look for evidence of championing new technologies, instructional models, data analytics approaches, and ways to align learning to business goals. Their leadership has demonstrably amplified the strategic impact of learning on the organization.

Nominee Requirements:

• May be nominated by a senior management, peers, subordinates, or any appropriate colleague or team.

Submission Requirements:

• Complete the entry form.

• Submit a video (ranging from 45 seconds up to 3 minutes) explaining the key attributes of their achievements in leading and influencing organization’s learning processes and systems.

Training, learning, talent, HR, or other related department can enter either alone or together with a helping organization (such as a vendor aka solution provider, or consultant). Helping organizations cannot enter alone unless they are submitting one of their employees or teams for an initiative.

Instructions:

1. You must use this Word document for your submission.
2. Type your submission description into the appropriate sections of this document.
3. Do not change the formatting or font – Calibri body 12 (size, color, or type).
4. Do not remove any sections of the application.
5. If any fields are not applicable, please leave them blank or write N/A.
6. Read the Judging Criteria below. The judges will evaluate your submission according to these criteria.
7. Write in paragraph form and check the spelling.
8. Write using the third person. Do not use “we, our, us,” etc.
9. Avoid “marketing” languages; focus on details and outcomes.
10. Include images, charts, and graphs in this document form; please do not include separate documents. Please insert these items within the context of your responses. These items may also be added to the end of the document in an appendix if necessary.
11. If applicable, you may provide supporting reports, videos, and course links. Please provide proper access information to courses and details for special instructions. If providing passwords to courses or videos, ensure they are valid for one year or more and can be easily accessed by the web. Do not include any links or embedded links within this form. Provide all links, URLs, and User access information in your online application for submission. Make sure access is available to reviewers for at least one year.
12. When completed using the same font size, this document should be approximately (15-20 written pages), font size Calibri 12, not including instructions, questions, or graphics. If you have additional supporting information, you may include it within the appropriate sections of this entry form or in an appendix at the end of the document.
13. Within the online application, if you have selected “Yes” to granting Brandon Hall Group publishing permission of your entry, but there are parts of your application you wish not to have published, please indicate by **highlighting those details within this form in red,** so they are omitted from publishing.
14. Save as a **Word Document** with a new file name. Example: Company Name\_Category\_Short Title
15. Sign up or log in to the HCM Excellence Awards portal: <https://excellenceawards.brandonhall.com/hcm/>. Upload your completed entry form, complete the online application, and provide all supporting links and URLs. Check to make sure you have completed your online application and payment.

**Please direct any questions to:** [**awards@brandonhall.com**](mailto:awards@brandonhall.com)**. Do not send any applications via email, but only through the award application site.**

|  |  |
| --- | --- |
| **Judging Criteria: The judges will evaluate your entry on a scale of 1-6 on each of these criteria below.** | |
| 1. **Strategic Contribution** | How well does the leader anticipate economic and industry trends to inform learning strategy? Do they take a future-focused approach?  Business Alignment - How effectively does the leader align learning initiatives to core business goals and needs? Is learning strategy woven into broader business strategy discussions? |
| 1. **Innovative** | Does the leader pioneer new technologies, modalities, platforms, and instructional approaches to advance learning? What level of innovation do they champion? |
| 1. **Culture and Engagement** | Culture & Engagement - How has the leader helped shape a culture and environment that values continuous learning and talent development?  Partnerships - How collaborative is the leader in building partnerships with business unit leaders, HR, IT, external partners, etc. to advance learning? |
| 1. **Results Focused and Achievements** | How data-driven is the leader in tracking learning ROI and demonstrating workforce development impact?  What size/scope of initiatives has the leader spearheaded? What outcomes have they enabled for the organization? What level of excellence do they achieve? |
| 1. **Overall - Video** | Overall, the video summarized how the nominee demonstrated a positive impact for learning goals of the organization. |

Entry Overview:

***Please make sure all information matches the online application.***

Entry Information

|  |  |
| --- | --- |
| **Nominee (Leader)** | (Name – First, Last and Title) |
| Sponsor (Senior management leader, peer, or subordinate) | (Name – First, Last and Title) |
| Entry Title | (Insert text here) |
| Name of Entering Organization | (Insert text here) |
| \*Name of Helping Organization (Vendor)  if submitted jointly: | (Insert text here) |
| \*OPTIONAL PR | (Insert text here) |
| Date | (Insert text here) |
| Brief Description of Entry (2-3 Sentences) | (Insert text here) |

Company Background (of entering organization, not the solution provider)

Insert company logo here

Use the grid below to give information about the organization, size and scope, and industries served.

|  |  |
| --- | --- |
| Company-at-a-Glance | |
| Headquarters | (Insert text here) |
| Year Founded | (Insert text here) |
| Revenue | (Insert text here) |
| Employees | (Insert text here) |
| Global Scale (Regions that you operate in or provide services to) | (Insert text here) |
| Customers/Output, etc. (Key customers and services offered) | (Insert text here) |
| Industry | (Insert text here) |
| Stock Symbol | (Insert text here) |
| Website | (Insert text here) |

\*Optional: Company Background (of solution provider if submitted jointly)

Insert company logo here:

Use the grid below to give information about the organization, size and scope, and industries served.

|  |  |
| --- | --- |
| Company-at-a-Glance | |
| Headquarters | (Insert text here) |
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| Customers/Output, etc. (Key customers and services offered) | (Insert text here) |
| Industry | (Insert text here) |
| Stock Symbol | (Insert text here) |
| Website | (Insert text here) |

Entry Details:

Judging Criteria 1: Strategic Contribution

Provide Nominee Bio (Workplace experience, Education Background, Community Involvement)

Describe how well the leader anticipates economic and industry trends to inform learning strategy? Do they take a future-focused approach?

Business Alignment - How effectively does the leader align learning initiatives to core business goals and needs? Is learning strategy woven into broader business strategy discussions?

Details:

Judging Criteria 2: Innovative

Describe the nominee’s ability to pioneer new technologies, modalities, platforms, and instructional approaches to advance learning? What level of innovation do they champion?

Provide examples of these abilities and initiatives.

Details:

Judging Criteria 3: Culture and Engagement

Culture & Engagement – Describe how has the leader helped shape a culture and environment that values continuous learning and talent development?

Partnerships - How collaborative is the leader in building partnerships with business unit leaders, HR, IT, external partners, etc. to advance learning?

Details:

Judging Criteria 4: Results Focused and Achievements

Describe the quantifiable metrics showcasing the leader's achievements, such as using data for tracking learning ROI and demonstrating workforce development impact.

What size/scope of initiatives has the leader spearheaded? What outcomes have they enabled for the organization? What level of excellence do they achieve?

Details:

Judging Criteria 5: Overall – Video

Overall

Use this section to provide the overall summary of how the nominee demonstrated a positive impact for the organization’s learning goals.

Details:

Video

Submit a video (ranging from 45 seconds up to 3 minutes) explaining the key attributes that showcase the values and behaviors of the leader.

\*Don’t include the link here – make sure to add the video link in your online application where you upload your entry form.