Program Area: Talent Management

Category: Best Team Development Program

The category of **Best Team Development Program** is for a written description of a program that develops team dynamics, practices and performance -- whether it is an executive team, management team, cross-functional team or other type of team. The program should be focused on the alignment and productivity of the team, rather than the development of individuals within a team.

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.

**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 – *Helvetica 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 Helvetica 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****. Do not send any applications via email, but only through the award application site.**

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| --- |
| **Judging Criteria: The judges will evaluate your entry on a scale of 1-6 on each of these criteria below.** |
| 1. **Fit to the Needs**
 | The Best Team Development Program is aligned with the business/organizational needs and situation. The team has been conceptualized as a system of interrelated relationships, rather than a group of individuals.  |
| 1. **Design of the Program**
 | The team development program design aligns with the culture of the team and organization. The activities used in the program successfully facilitated team building. Any assessment tools that were used facilitated dialogue and better communication and collaboration among team members. |
| 1. **Delivery of the Program**
 | The delivery of the team development program positively influenced team and organizational goals and learning results. There was an effective change management strategy that produced positive team and organizational outcomes. |
| 1. **Measurable Benefits**
 | Goals and milestones for the team were specific to business objectives, measurable and successfully achieved. Team leaders sought and received feedback from team members about their experiences on the team. |
| 1. **Overall**
 | Goals and milestones for the team were specific to business objectives, measurable and successfully achieved. Team leaders sought and received feedback from team members about their experiences on the team. |

Entry Overview:

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

Entry Information

|  |  |
| --- | --- |
| **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) |
| 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) |

Budget and Timeframe

Please fill out the following grid with your best ability. You may offer an estimate or range for each. If this information is confidential or not applicable, enter N/A. Your entry will not be judged based on this information, however this offers the judges a greater understanding of your entry, complexity, and/or maturity.

|  |
| --- |
| **Budget and Timeframe** |
| Overall budget | (Insert text here) |
| Number of (HR, Learning, Talent) employees involved with the implementation? | (Insert text here) |
| Number of Operations or Subject Matter Expert employees involved with the implementation? | (insert text here) |
| Number of contractors involved with implementation | (insert text here) |
| Timeframe to implement | (insert text here) |
| Start date of the program | (insert text here) |

Entry Details:

Judging Criteria 1: Fit to the Needs

Use this area to describe the business conditions and business needs that led your organization to create the team development program. How have you conceptualized team development to be consistent across the organization?

Details:

Judging Criteria 2: Design of the Program

Use this area to discuss how the program was designed. If tools were used to assess the team dynamics, please indicate what they were and the areas the assessments covered. Was coaching included in the design?

*Details:*

Judging Criteria 3: Delivery of the Program

Use this area to discuss the how the program was implemented. What was the process for addressing change management? Describe any challenges or obstacles that may have been encountered and how they were overcome.

*Details:*

Judging Criteria 4: Measurable Benefits

Describe in as much detail as possible the measurable benefits seen by the organization.Benefits should go beyond completion or satisfaction with the learning program. What business outcomes were established for success?

Details:

Judging Criteria 5: Overall

What is the overall perception of how the team development program has impacted business objectives and how the organization leverages teams? What lessons were learned that can be used to further improve team development?

Details: