Brandon Hall Group

EXCELLENCE AWARDS 2023

Excellence Awards Brochure

Features two annual awards programs:
Spring HCM Excellence Awards
Fall Technology Excellence Awards

For more details, payment information, a list of previous winners
and FAQ's, please visit
https://excellenceawards.brandonhall.com/

ABOUT THE EXCELLENCE AWARDS

Now entering its 30th year, the **Brandon Hall Group Excellence Awards** is the most prestigious awards program in the industry. Often called the "Academy Awards" by Learning, Talent and Business Executives, the program was one of the first of its kind when it debuted in 1993. The awards recognize the best organizations that have successfully developed and deployed programs, strategies, modalities, processes, systems, and tools that have achieved measurable results. We are honored to receive applications from organizations around the world ranging from small, medium, large, and global enterprises, to government, not-for-profits, and associations.

For more details, visit our website:
https://excellenceawards.brandonhall.com/

Human Capital Management

Spring Program

Open: January 2, 2023 | Deadline: April 14, 2023

Who should enter:
Training, learning, talent, HR or other related departments can either enter alone or together with a helping organization (such as a vendor aka solution provider, or consultant). Helping organizations cannot enter alone.

Technology

Fall Program

Open: April 24, 2023 | Deadline: September 18, 2023

Who should enter:
The Technology Fall Program has a dedicated focus on entries from solution providers offering technologies to learning, talent management, talent acquisition, HR, workforce management and sales enablement organizations, as well as technology organizations and departments. Both can enter alone or jointly with their client organizations.

HCM PROGRAM AREAS

Learning and Development

Talent Management

Talent Acquisition

Leadership Development

Human Resources

Sales Performance

Diversity, Equity and Inclusion

Future of Work

TECHNOLOGY PROGRAM AREAS

Learning and Development

Talent Management

Talent Acquisition

Workforce Management

Sales Enablement

Future of Work

Awards FAQs

Are our entries kept confidential?

In the online entry form you are given the opportunity to decide whether or not you would like Brandon Hall Group to publish your entry. If you decide not to give permission for your entry to be published, please click "No" when asked if you are giving permission to publish when submitting your entry form. If you select "No" – the information you submit will be kept confidential and will not be published in our member center.

Can we enter if our program is still in development? Or only once completed? What if it's a new program that we just launched? What if it was launched some years ago (i.e. 2-3 years prior to the date we are entering for an award)?

While we do not have timing requirements for when a program is implemented or how long it must be in place, organizations are encouraged to submit once their programs have been in place long enough to show impact and measurable results. This is an important aspect of the judging criteria so it is critical that you can demonstrate the same before submittal.

Can I request an extension?

Please contact the program director Rachel Cooke at: **awards@brandonhall.com** to discuss an extension.

What language must the entry be written in?

All entries must be written in English.

How are winners selected?

Judges score each entry, and then the judging and scoring are reviewed by Brandon Hall Group's executive leadership team, led by Rachel Cooke. The level of the award is determined by the number of points. There is a point range for **Gold**, **Silver**, and **Bronze**. We don't grade on any kind of curve – the point total determines the award level. That is why in some categories, there may be several bronzes, and silvers, but fewer golds. Or if a category is particularly strong, maybe more golds than silver and bronze. And some categories may not have any winners.

What is the judging criterion?

Each category has its own judging criterion that is unique to the program area.

Each of the entries will need to show examples of the following:

- Design of the programs or technologies
- The use and objectives of the program
- Overall benefits and measurable results

Supporting graphics, demos, links and videos where appropriate
Please download our brochure for the full list of descriptions and judging criteria for each category.
If you have additional questions, please contact us at: **awards@brandonhall.com.**

2023 HCM EXCELLENCE AWARDS CATEGORIES

Learning and Development

Talent Management

Talent Management (Continued)

Talent Acquisition

Leadership Development

Human Resources

Sales Performance

Diversity, Equity Inclusion

Future of Work

2023 Technology Awards Categories **>>**

Learning and Development

Best Advance in Competencies and Skill Development

The category **Best Advance in Competencies and Skill Development** in the Learning and Development program is for a written description of creating a workplace development program designed to support a competency and/or skill development need within an organization. It should include a description of how the skills and competencies were developed and gaps identified.
Learn More>>

Best Advance in Compliance Training

The category **Best Advance in Compliance Training** in the Learning and Development program is for a written description of a learning program that was specifically designed to address a compliance driven learning objective. **Learn More>>**

Best Advance in Creating a Learning Strategy

The category **Best Advance in Creating a Learning Strategy** in the Learning and Development program is for a written description of a workplace learning strategy and governance model that supports a learning vision and positive organizational outcomes. **Learn More>>**

Best Advance in Creating an Extended Enterprise Learning Program

The category **Best Advance in Creating an Extended Enterprise Learning Program** in the Learning and Development program is for a written description of learning programs that were designed specifically for an audience other than internal employees. The extended enterprise is referred to the "supply or value chain" of the organization that encompasses the community of partners, suppliers, resellers, customers, and other outsourced functions. **Learn More>>**

Best Advance in Custom Content

The category **Best Advance in Custom Content** in the Learning and Development program is for a written description of creating self-paced, custom-designed online course related to workplace learning. **Learn More>>**

Best Advance in Establishing Governance to Guide Learning Decisions

The category **Best Advance in Establishing Governance to Guide Learning Decisions** in the Learning and Development program is for a written description of a workplace learning strategy and governance model that supports a learning vision and positive organizational outcomes. **Learn More>>**

Learning and Development

Best Advance in Learning Measurement

The category **Best Advance in Learning Measurement** in the Learning and Development program is for a written description of a workplace learning measurement program that assesses the learning outcomes and organizational impact of a learning program or learning function.
Learn More>>

Best Advance in Learning Technology Implementation

The category **Best Advance in Learning Technology Implementation** in the Learning and Development program is for a written description of learning technology implementation that led to positive organizational outcomes. **Learn More>>**

Best Advance in Machine Learning and AI

The category **Best Advance in Machine Learning and AI** in the Learning and Development program is for a written description of a workplace-learning program that is innovative and drives positive organizational outcomes. **Learn More>>**

Best Advance in Training Programs That Require Global Accessibility Standards

The category **Best Advance in Training Programs that Require Global Accessibility Standards** in the Learning and Development program is for a written description of a learning program that incorporates global accessibility standards which make the learning accessible to audiences with disabilities. (Best Accessibility Solution). **Learn More>>**

Best Association Professional Development Program

The category **, Best Association Professional Development Program,** in the Learning and Development program is for a written description of any type of professional or executive development program offered by an industry association for its members or the general public. Program delivery methods may include live, online or hybrid. **Learn More>>**

Best Certification Program

The category **Best Certification Program** in the Learning and Development program is for a written description of a learning program that was specifically designed as a certification program. **Learn More>>**

Best Customer Training Program

The category **Best Customer Training Program** in the Learning and Development program is for a written description of a workplace learning program that has obtained desirable results connected to the program goals and improved business outcomes. **Learn More>>**

Learning and Development

Best Hybrid Learning Program

The category **Best Hybrid Learning Program** in the Learning and Development program is for a written description of synchronous learning programs that involves both on-site and remote workers. The program can include asynchronous elements. Program delivery methods may include instructor-led learning, on-the-job training, eLearning, asynchronous/synchronous learning, simulations, mobile, social, video conferencing, video and other modalities and tools. **Learn More>>**

Best Launch of a Corporate Learning University

The category **Best Launch of a Corporate Learning University** in the Learning and Development program is for a written description of an effective launch and implementation of a Corporate Learning University that demonstrates positive learning outcomes and performance. **Learn More>>**

Best Learning Program Supporting a Change Transformation Business Strategy

The category **Best Learning Program Supporting a Change Transformation Business Strategy** in the Learning and Development program is for a written description of how a learning program was developed and implemented to support a major change within the organization. The change may include one or more of following: **Learn More>>**

- Mergers and acquisitions.
- Systems or operating model conversions.
- Product changes and migrations.
- Systems consolidation.

Best Learning Team

The category **Best Learning Team** in the Learning and Development program is for a written description of the teamwork and accomplishments of a team of learning professionals in workplace learning. **Learn More>>**

Best Results of a Learning Program

The category **Best Results of a Learning Program** in the Learning and Development program is for a written description of a workplace learning program that has obtained desirable results connected to the program goals and improved business outcomes. **Learn More>>**

Best Strategy for a Corporate Learning University

The category **Best Strategy for a Corporate Learning University** in the Learning and Development program is for a written description of a well-defined strategy that demonstrates positive learning outcomes and performance. **Learn More>>**

Learning and Development

Best Team Development Program

The category **Best Team Development Program** in the Learning and Development program is for a written description of a program implemented to foster greater alignment and productivity of the team, excellence in development for the entire executive team, management team, or cross-functional team, rather than the development of an individual. **Learn More>>**

Best Unique or Innovative Learning and Development Program

The category **Best Unique or Innovative Learning and Development Program** in the Learning and Development program is for a written description of a workplace-learning program that is innovative and drives positive organizational outcomes. **Learn More>>**

Best University Professional Development Program

The category, **Best University Professional Development Program**, in the Learning and Development program is for a written description of any type of professional or executive development program offered by universities/academic institutions. Program delivery methods may include live, online or hybrid. **Learn More>>**

Best Use of a Blended Learning Program

The category **Best Use of a Blended Learning Program** in the Learning and Development program is for a written description of a workplace-learning program using two or more delivery methods. Blended learning combines traditional Instructor-led training (ILT) with a mix of computer-based activities. **Learn More>>**

Best Use of Games or Simulations for Learning

The category **Best Use of Games or Simulations** for Learning in the Learning and Development program is for a written description of a workplace-learning program that includes one or both of the following: **Learn More>>**

- One or several gaming components in the course of an overall learning program (A game should include these elements: structure, challenge, goal, and accomplishments).
- One or several simulation models that illustrate a real-world example or experience.

Best Use of Mobile Learning

The category **Best Use of Mobile Learning** in the Learning and Development program is for a written description of a workplace learning program that includes content on portable devices such as smart phones, tablets, music players, hand-held computers, hand-held game players, GPS devices, or other mobile tools. **Learn More>>**

Learning and Development

Best Use of Performance Support
The category **Best Use of Performance Support** in the Learning and Development program is for a written description of a workplace-learning program that provides snippets of information and help at the point-of-need to aid performance. **Learn More>>**

Best Use of Section 508 Requirements for Training Platforms
The category **Best Use of Section 508 Requirements for Training Platforms** in the Learning and Development program is for a written description of a learning program that incorporates Section 508 elements, which make learning accessible to audiences with disabilities. (Best Accessibility Solution). **Learn More>>**

Best Use of Social Collaborative
The category **Best Use of Social Collaborative** Learning in the Learning and Development program is for a written description of a workplace-learning program in which learners use social tools (social media, or Web 2.0/3.0 tools) to create and share content. In social learning, the learners connect with each other and create and share content using tools such as blogs, wikis, communities, or other collaborative tools. **Learn More>>**

Best Use of Video
The category **Best Use of Video** in the Learning and Development program is for a written description of a workplace learning program that includes video content on learners' computers or mobile devices. **Learn More>>**

Best Use of Virtual Worlds
The category **Best Use of Virtual Worlds** in the Learning and Development program is for a written description of a workplace learning program that includes the use of a virtual world, such as Second Life, for learning. **Learn More>>**

Best Approach to Implementing a Learning Experience Platform
The category, **Best Approach to Implement a Learning Experience Platform**, in the Learning & Development program is for the written description of best practices in purchasing, implementing and getting business benefit from a Learning Experience Platform (LXP). **Learn More>>**

Best Advance in Learning in the Flow of Work
The category **Best Advance in Learning in the Flow of Work** in the Learning and Development program is for a written description of methods through which employees can quickly get an answer to a question or problem – or a piece of learning material related to their needs – while working. This empowers employees to find immediate value from learning without disrupting their workflow and productivity. **Learn More>>**

Talent Management

Best Advance in Assessment Utilization to Guide Decisions

The category **Best Advance in Assessment Utilization to Guide Decisions** in the Talent Management program is for a written description of a workplace strategy and approach to using assessments the pre- and post-hire phases and throughout the employee lifecycle to capture indication of current performance and future potential. **Learn More>>**

Best Advance in Big Data to Inform and Predict Talent Strategy

The category **Best Advance in Big Data to Inform and Predict Talent Strategy** in the Talent Management program is for a written description of how the integration of talent data among talent processes and the enablement of the processes via technology exposes transparently of talent data, which demonstrates measurable benefits and outcomes, particularly as they relate to organizational efficiency and effectiveness, business alignment, and prediction of future talent requirements. **Learn More>>**

Best Advance in Competency Management

The category **Best Advance in Competency Management** in the Talent Management program is for a written description of a workplace strategy and approach to developing a competency strategy and model that encompasses core competencies that are reflective of the organization's culture and values, and leadership competencies, which shape the behaviors and traits that are required of leaders at all levels for successful performance. **Learn More>>**

Best Advance in Corporate Culture Transformation

The category **Best Advance in Corporate Culture Transformation** in the Talent Management program is a written description of a workplace strategy to improve the corporate culture that includes greater career opportunities, increased team collaboration, and employee satisfaction, engagement, and retention. **Learn More>>**

Best Advance in Creating a Talent Management Strategy

The category **Best Advance in Creating a Talent Management Strategy** in the Talent Management program is for a written description of a workplace talent strategy that supports an organizational vision and creates positive organizational outcomes. Specifically, this includes a description of the integrated HR processes and employee/talent lifecycle models that support a talent strategy such as: **Learn More>>**

- Performance Management
- Talent Acquisition
- Learning Management
- Succession and Career Management
- Rewards and Compensation
- Workforce Management and Workforce Planning

Talent Management

Best Advance in Employee Engagement

The category **Best Advance in Employee Engagement** in the Talent Management program is for a written description of a workplace strategy to measure, manage, and improve employee engagement that supports an organizational vision and creates positive organizational outcomes. **Learn More>>**

Best Advance in Employee Recognition Program

The category **Best Advance in Employee Recognition Program** in the Talent Management program is for a written description of a workplace strategy and approach to rewarding and recognizing an organization's workforce that supports improved performance and creates positive organizational outcomes. **Learn More>>**

Best Advance in Establishing Governance to Guide Talent Decisions

The category **Best Advance in Establishing Governance to Guide Talent Decisions** in the Talent Management program is for a written description of a workplace talent strategy and governance model that supports a talent vision and positive organizational outcomes. **Learn More>>**

Best Advance in High Potential Development

The category **Best Advance in High Potential Development** in the Talent Management program is for a written description of a workplace strategy to measure, manage, and improve the selection and development of high-potential employees. **Learn More>>**

Best Advance in Measuring the Impact of a Talent Strategy

The category **Best Advance in Measuring the Impact of a Talent Strategy** in the Talent Management program is for a written description of the impact of a talent strategy that contributes impressive and sustained (over multiple years) business results improvement in key business metrics. **Learn More>>**

Best Advance in Performance Management

The category **Best Advance in Performance Management** in the Talent Management program is for a written description of a workplace strategy and approach to managing performance of an organizations workforce that supports improved employee performance and positive organizational outcomes. **Learn More>>**

Best Advance in Succession and Career Management

The category **Best Advance in Succession and Career Management** in the Talent Management program is for a written description of a workplace strategy and approach to managing career succession of an organization's leadership, key talent, and employee workforce that supports an organizational vision and creates positive organizational outcomes. **Learn More>>**

Talent Management

Best Advance in Talent Management Technology Implementation
The category **Best Advance in Talent Management Technology Implementation** in the Talent Management program is for a written description of workplace-talent management technology implementation that led to positive organizational outcomes. **Learn More>>**

Best Employee Value Proposition (EVP)
The category **Best Employee Value Proposition (EVP)** in the Talent Management program is for best practices in developing a formalized approach to EVP. The entry should describe the impact of the EVP on its organization. The EVP should include: **Learn More>>**

- Alignment of business goals, vision, mission, and talent and reward programs.
- Preparation, gathering, and analysis of data from engagement surveys and newly hired employees.
- Understanding of performance and development gaps and how they were addressed and improved.
- Effective communications.
- Results that improved business performance and productivity

Best Team Development Program
The category **Best Team Development Program** in the Talent Management program is for a written description of a program that best presents excellence in development for the entire executive team, management team, or cross-functional team, and was implemented to foster greater alignment and productivity of the team, rather than the development of an individual. **Learn More>>**

Best Unique or Innovative Talent Management Program
The category **Best Unique or Innovative Talent Management Program** in the Talent Management program is for a written description of a workplace-learning program that is innovative and drives positive organizational outcomes. **Learn More>>**

Best Program to Improve Individual Development Planning
The category, **Best Approach to Improve Individual Development Planning**, in the Talent Management program is for the written descriptions of best practices for improving development of individual employees. **Learn More>>**

Talent Acquisition

Best Advance in Candidate Relationship Management

The category **Best Advance in Candidate Relationship Management** in the Talent Acquisition program is for a written description of best practices in managing the candidate experience throughout the entire recruitment and hiring process. More specifically, CRM includes building relationships with the candidates, keeping them engaged, and setting realistic expectations for the hiring process. The applicant should include descriptions of the process, tools, and technology that help to make the management of candidates more effective and efficient.**Learn More>>**

Best Advance in Selecting and Onboarding Interns

The category **Best Advance in Selecting and Onboarding Interns** in the Talent Acquisition program is for a written description that incudes examples of the process, tools and technology used to make selecting and onboarding of interns effective and efficient. **Learn More>>**

Best Advance in Interviewing Strategy

The category **Best Advance in Interviewing Strategy** in the Talent Acquisition program is for a written description of best practices for creating an interview strategy that aligns with the overall talent acquisition objectives including improving efficiencies, strengthening the candidate experience, and improving the quality of hires. **Learn More>>**

Best Advance in Talent Acquisition Process

The category **Best Advance in Talent Acquisition Process** in the Talent Acquisition program is for a written description of best practices in the process of hiring. More specifically, leaders should be able to manage the hiring process and effectively acquire the right types of people based on competencies and corporate alignment. The applicant should include descriptions of the process, tools, and technology that help to make the hiring of employees effective and efficient. **Learn More>>**

Best Candidate Experience

The category **Best Candidate Experience** in the Talent Acquisition program is for a written description of best practices for creating a strategy for improving the candidate experience. The entry should provide details on how the organization leveraged social, mobile, and video technologies to help build talent communities to connect, engage, and develop relationships. **Learn More>>**

Best New Hire Onboarding Program

The category **Best New Hire Onboarding Program** in the Talent Acquisition program is for a written description of best practices for onboarding new employees into the organization. More specifically, the Best Onboarding Program category is for written descriptions that include examples of the process, tools, and technology used to make onboarding effective and efficient. **Learn More>>**

Talent Acquisition

Best Recruitment Marketing and Employer Branding Program

The category **Best Recruitment Marketing and Employer Branding Program** in the Talent Acquisition program is for a written description of best practices in developing a program that included these following success drivers: clear and cohesive strategy, messaging to the market about a compelling and authentic brand, how the company focused on engagement over broadcast, and how the company created a culture of measurement. The recruitment marketing and employer branding program had a positive impact on the organization. **Learn More>>**

Best Recruitment Process Outsourcing (RPO) Approach

The category **Best Recruitment Process Outsourcing (RPO) Approach** in the Talent Acquisition program is for a written description of best practices for RPO that effectively aligned with the organization's talent acquisition strategy – like employer branding, improve quality of hire, reduce costs and optimize your talent supply chain. **Learn More>>**

Best Social Talent Acquisition Strategy

The category **Best Social Talent Acquisition Strategy** in the Talent Acquisition program is for a written description of best practices in the process of hiring using social technologies. More specifically, leaders should be able to manage the hiring process and effectively acquire the right types of people based on competencies and corporate alignment. The applicant should include descriptions of the process, tools, and technology that help to make the hiring of employees effective and efficient. **Learn More>>**

Best Sourcing and Assessment Strategy

The category **Best Sourcing and Assessment Strategy** in the Talent Acquisition program is for a written description of best practices for creating a strategy that effectively aligned with the organization's talent acquisition strategy and other talent processes – like new hire onboarding and performance management. **Learn More>>**

Best Unique or Innovative Talent Acquisition Program

The category **Best Unique or Innovative Talent Acquisition Program** in the Talent Acquisition program is for a written description of a workplace talent acquisition program that is innovative and drives positive organizational outcomes. **Learn More>>**

Leadership Development

Best Advance in Coaching and Mentoring

The category **Best Advance in Coaching and Mentoring** in the Leadership Development program is for a written description of a workplace program and approach to mentoring, knowledge sharing, and structured social learning at an enterprise or group level, that creates positive organizational outcomes. **Learn More>>**

Best Advance in Establishing Governance to Guide Leadership Development Decisions

The category **Best Advance in Establishing Governance to Guide Leadership Development Decisions** in the Leadership Development program is for a written description of a workplace leadership strategy and governance model that supports the leadership vision and positive organizational outcomes. **Learn More>>**

Best Advance in Executive Development

The category **Best Advance in Executive Development** in the Leadership Development program is for a written description of best practices in developing executives. Executive development should impact the business, specifically lagging and leading indicators including significant KPIs in all talent lifecycle processes as well as key business KPIs. **Learn More>>**

Best Advance in Leadership Development

The category **Best Advance in Leadership Development** in the Leadership Development program is for a written description of best practices in developing and delivering an effective leadership development program. **Learn More>>**

Best Advance in Leadership Development Competency Models

The category **Best Advance in Leadership Development Competency Models** in the Leadership Development program is for a written description of best practices in developing leadership competency models. The leadership competency strategy is fully mature, with well-documented business impact on significant KPIs in all talent lifecycle processes as well as to key business KPIs. **Learn More>>**

Best Advance in Measuring the Impact of Leadership Development

The category **Best Advance in Measuring the Impact of Leadership Development** in the Leadership Development program is for a written description of the measurement model created to effectively measure the impact the leadership development program. The leadership development program demonstrates a positive impact on the organization and its goals. **Learn More>>**

Leadership Development

Best Advance in Senior Manager Development

The category **Best Advance in Senior Manager Development** in the Leadership Development program is for the written descriptions of best practices in developing and delivering an effective development program for mid-level managers. **Learn More>>**

More specifically, this category is for written descriptions of an organization's leadership development strategy for programs that are designed to advance the skills from manager roles and prepare the learner to fulfill a more executive role. The program may include the following:

- Managing multiple teams or more complex teams
- Working effectively in cross-functional groups
- Building and managing client relationships
- Managing budgets and other KPIs to align with organizational goals
- Moving from thinking tactically to strategically
- Leading teams in a VUCA (volatility, uncertainty, complexity and ambiguity) environment

Best Advance in Talent Mobility

The category **Best Advance in Talent Mobility** in the Leadership Development program is for a written description of best practices in developing a talent mobility strategy that accelerates the organization's performance on business metrics and the employees' engagement and productivity. **Learn More>>**

Best Development Program for Frontline Leaders

The category, **Best Development Program for Frontline Leaders**, in the Leadership Development program is for the written description of best practices in developing and delivering an effective development program for frontline supervisors. **Learn More>>**

Best Unique or Innovative Leadership Development Program

The category **Best Unique or Innovative Leadership Development Program** in the Leadership Development program is for a written description of a workplace-leadership development program that is innovative and drives positive organizational outcomes. **Learn More>>**

Rising Stars

Innovation and new ways of thinking begin at all levels of the organization. Millennials are already the largest segment of the workforce. By 2025, Millennials and Gen Z are projected to comprise more than 75% of the global workforce.

This group is talented and bright and is offering and contributing a fresh approach with new and creative ideas for Human Capital Management. Brandon Hall Group's Excellence Awards Program is seeking written entries from organizations that have identified rising talents in their organization. **Learn More>>**

Human Resources

Best Advance in Benefits Strategy and Administration

The category **Best Advance in Benefits Strategy and Administration** in the Human Resources program is for a written description of creating a benefits strategy and administration process that is effective and appropriate for the overall business strategy and the business/organizational needs and situation.
Learn More>>

Best Advance in HR Data Analytics

The category **Best Advance in HR Data Analytics** in the Human Resources program is for a written description of an HR data analytics model that is effective and appropriate for the overall business strategy and the business/organizational needs and situation. **Learn More>>**

Best Advance in Payroll Strategy and Administration

The category **Best Advance in Payroll Strategy and Administration** in the Human Resources program is for a written description of creating a payroll strategy and administration process that is effective and appropriate for the overall business strategy and the business/organizational needs and situation.
Learn More>>

Best Advance in Social Impact Innovation

The category **Best Advance in Social Impact Innovation** in the Human Resources program is for a written description of a great example(s) of innovation related to an organization's outreach to individuals or groups that are not customers or employees. The innovation should be focused on making a social impact related to the organization's mission, vision and values rather than specific business objectives. These might include, as examples, philanthropy, environmental conservation, diversity, equity and inclusion practices outside the organization, and volunteerism. **Learn More>>**

Best Advance in Workforce Planning and Management

The category **Best Advance in Workforce Planning and Management** in the Human Resources program is for a written description of an organizations approach to developing a workforce strategy and model for executing on that strategy. It should include how the key processes for an organization manages and plans their workforce so that it supports an organizational talent strategy and creates positive organizational outcomes.

Specifically, this category should include the strategy and process for workforce forecasting, scenario planning, segmentation, and models for managing, assessing, and measuring the outcomes. **Learn More>>**

Human Resources

Best Benefits, Wellness and Well-Being Program

The category **Best Benefits, Wellness and Well-Being Program** in the Human Resources program is for a written description of an organization's approach to planning, developing, and implementing and managing its wellness program. The entry should include details of how this program effectively impacted its employees and organization. **Learn More>>**

Best HR Strategy and Measurement Approach

The category **Best HR Strategy and Measurement Approach** in the Human Resources program is for written descriptions of workplace HR strategies and measurement models that support an organizational vision and creates positive organizational outcomes. **Learn More>>**

Best Strategy for Corporate Citizenship

Increasingly, organizations recognize the opportunity, and social responsibility, to go beyond employee training and create pathways to meaningful employment for their workforce and/or their community. They offer enrichment programs that educate, train, and equip people with skills to help lift them to economic security. These organizations are on the forefront of social change and merit recognition for positively impacting our world. **Learn More>>**

The category **Best Strategy for Corporate Citizenship** in the Human Resources program is for written descriptions of a corporate citizenship strategy that offers unique opportunities and experiences to those that are lacking resources and abilities to do so on their own. Brandon Hall Group is interested in examples of great ideas of excellence and innovation that is making our field and the world better. Here are some examples of programs:

- College credit for completion of L&D courses
- GED assistance & other support
- Creating opportunities for young workers
- Scholarships for military veterans
- Pay employees to learn new skills (math and computer, etc.) and volunteer in the community
- Training and recruiting in underprivileged high schools
- Developing jobs for the elderly

Your entry can reflect similar approaches to the above examples, but don't feel constricted to the list.

Best Unique or Innovative HR Program

The category **Best Unique or Innovative HR Program** in the Human Resources program is for a written description of a workplace HR program that is innovative and drives positive organizational outcomes. **Learn More>>**

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EXCELLENCE AWARDS 2023

Deadline to Submit
04.14.2023

Cost per Submission
575 USD

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Sales Performance

Best Model of a Growth Focused Organization

The category **Best Model of a Growth Focused Organization** in the Sales Performance program is for a written description of companies that have experienced substantial growth and have increased market share resulting from transformational change through a strategy for improving and streamlining their people, processes and systems. **Learn More>>**

Specifically, this includes growth through one or more of the following:

- Innovation. Technology, creativity or strategy.
- Talent. Investing in developing their people and hiring talent.
- Strategy. Process transformation (streamlining their processes to be more efficient and effective).

Best Program for Sales Training and Performance

The category **Best Program for Sales Training and Performance** in the Sales Performance program is for a written description of workplace learning programs that were specifically designed to address sales performance objectives through sales training. **Learn More>>**

Best Sales Leadership Development Program

The category **Best Sales Leadership Development Program** in the Sales Performance program is for a written description of best practices in developing and delivering an effective sales leadership development program. **Learn More>>**

Best Sales Onboarding Program

The category **Best Sales Onboarding Program** in the Sales Performance program is for a written description of best practices for onboarding new salespeople into the organization. More specifically, the sales onboarding program includes examples of the process, tools, and technology used to make sales onboarding effective and efficient. **Learn More>>**

Best Sales Operations Strategy

The category **Best Sales Operations Strategy** in the Sales Performance program is for a written description of the strategy for organizing your sales force for success. Specifically, this includes a description of the strategy elements such as: **Learn More>>**

- Sales and reporting structure.
- Territory plan models.
- Sales processes and tools.
- Supporting technologies.

Sales Performance

Best Sales Talent Management Program

The category **Best Sales Talent Management Program** in the Sales Performance program is for a written description of the integrated talent management strategy within the sales organization for the following: Specifically, this includes a description of the integrated HR processes and employee/talent lifecycle models that support a talent strategy such as: **Learn More>>**

- Performance Management
- Talent Acquisition/onboarding
- Learning Management
- Succession and Career Management
- Rewards and Compensation
- Workforce Management and Workforce Planning

Best Sales Training Program for Extended Enterprise

The category **Best Sales Training Program for Extended Enterprise** in the Sales Performance program is for a written description of learning programs that were specifically designed for an extended enterprise sales audience. The extended enterprise is referred to the "supply or value chain" of the organization that encompasses the community of partners, suppliers, resellers, customers, and other outsourced functions. **Learn More>>**

Best Talent Acquisition Process for Hiring Sales Professionals

The category **Best Talent Acquisition Process for Hiring Sales Professionals** in the Sales Performance program is for a written description of best practices in the process of hiring. More specifically, sales leaders should be able to manage the hiring process and effectively acquire the right sales professionals based on competencies and corporate alignment. The Best Talent Acquisition Process category is for a written description of the process, tools, and technology that help to make the hiring of employees effective and efficient. **Learn More>>**

Best Team Development Program for Sales Teams

The category **Best Team Development Program for Sales Teams** in the Sales Performance program is for a written description of that best describes excellence in development for the sales executive team, management team or cross-functional team rather than the development of an individual sales or marketing professional. Provide written descriptions of the program that was implemented to foster greater alignment and productivity of the team. **Learn More>>**

Sales Performance

Best Unique or Innovative Sales Training Program

The category **Best Unique or Innovative Sales Training Program** in the Sales Performance program is for a written description of a workplace sales training program that is innovative and drives positive organizational outcomes. **Learn More>>**

Best Use of a Customer Relationship Management (CRM) Solution

The category **Best Use of a Customer Relationship Management (CRM)** Solution in the Sales Performance program is for a written description of best practices in how your sales departments are successfully using these systems to improve sales force effectiveness in the following ways: **Learn More>>**

- Account management
- Improving win/close ratios
- Process for follow up
- Reporting
- Aligning with marketing and better process for managing campaigns and outreach
- Increase revenue results

Best Use of Learning and/or Talent Technologies

The category **Best Use of Learning and/or Talent Technologies** in the Sales Performance program is for a written description of how your sales or marketing departments are successfully using these systems to train their teams more effectively and efficiently on new and existing products, provide performance support, and, if applicable, integration with your customer relationship automation system (CRM). **Learn More>>**

Diversity, Equity & Inclusion

Best Advance in a Diversity Recruiting Strategy

The category **Best Advance in a Diversity Recruiting Strategy** in the Diversity, Equity & Inclusion program is for a written description of a recruiting strategy to improve diversity, equity and inclusion to support and organization vision and create positive business and organizational outcomes. **Learn More>>**

Best Advance in Leadership Development for Racial/Ethnic Minorities

The category **Best Advance in Leadership Development for Racial/Ethnic Minorities** in the Diversity, Equity & Inclusion program is for a written description of best practices in developing and delivering an effective leadership development program targeted specifically for racial and ethnic minorities. More specifically, the Best Advance in Leadership Development for Racial /Ethnic Minorities entry is for written descriptions of an organization's efforts to develop talented and high-potential individuals who have traditionally been under-represented in leadership. The goal is to develop a leadership group that is representative of the composition of the organization's workforce, community and customer base. **Learn More>>**

Best Advance in Leadership Development for Women

The category **Best Advance in Leadership Development for Women** in the Diversity, Equity & Inclusion program is for a written description of best practices in developing and delivering an effective leadership development program targeted for women who are aspiring to be leaders or are in executive level positions. **Learn More>>**

More specifically, the Best Women Leadership Development Program category is for written descriptions of programs that may include one or more of the following:

- Coaching or Mentoring
- Development of High-Potentials
- Competency-Based Training
- Training for Managers or Supervisors
- Creating Networks and Communities
- Diversity and Inclusion Programs
- Job Sharing Opportunities

Best Advance in Leading Diversity, Equity and Inclusion Initiatives

The category **Best Advance in Leading Diversity, Equity and Inclusion Initiatives** in the Diversity, Equity & Inclusion program is for a written description of best practices in leading diversity, equity and inclusion initiatives for an organization. This could be related to the specific diversity, equity and inclusion leadership of an individual, or a team, group, committee, or council. **Learn More>>**

Diversity, Equity & Inclusion

Best Advance in Measuring Diversity, Equity and Inclusion

The category **Best Advance in Measuring Diversity, Equity or Inclusion** in the Diversity, Equity & Inclusion program is for a written description of a diversity, equity and inclusion measurement program that assesses the outcomes and organizational impact of a diversity, equity and Inclusion strategy or program initiative. **Learn More>>**

Best Advance in Mentoring to Develop Diverse Leaders

The category **Best Advance in Mentoring to Develop Diverse Leaders** in the Diversity, Equity & Inclusion program is for a written description of a program or initiative specifically targeted to mentor high-potential individuals or current leaders from diverse groups that are traditionally under-represented in leadership. This can include formal mentoring programs or other efforts to share knowledge or use structured social learning that creates positive outcomes for diverse leader candidates and the organization as a whole. **Learn More>>**

Best Corporate Outreach to Promote Diversity, Equity and Inclusion

The category **Best Corporate Outreach to Promote Diversity, Equity and Inclusion** in Communities in the Diversity, Equity & Inclusion program is for a written description of an organization's outreach efforts to communities it serves (e.g., customers, students, community organizations, governments, general populations in geographic regions where the organization has operations) that reflect the organization's diversity, equity and inclusion mission, vision and values. **Learn More>>**

Best Diversity, Equity and Inclusion Strategy

The category **Best Diversity, Equity and Inclusion Strategy** in the Diversity, Equity & Inclusion program is for a written description of a workplace strategy to improve diversity, equity and inclusion to support an organizational vision and create positive organizational outcomes. **Learn More>>**

Best Governance of Diversity, Equity and Inclusion

The category **Best Governance of Diversity, Equity and Inclusion** in the Diversity, Equity & Inclusion program is for a written description of a governance model that supports an organization's diversity, equity and inclusion mission, vision, values and objectives and organizational and business outcomes. **Learn More>>**

Best Learning Program for Unconscious Bias Awareness

The category **Best Learning Program for Unconscious Bias Awareness** in the Diversity, Equity & Inclusion program is for a written description of a workplace learning program designed to raise awareness of unconscious bias, including strategies to help individuals mitigate their biases. The learning program must have obtained desirable results connected to the diversity, equity and inclusion and business goals of the organization. **Learn More>>**

Diversity, Equity & Inclusion

Best Learning Program that Supports and Promotes Diversity, Equity and Inclusion

The category **Best Learning Program that Supports and Promotes Diversity, Equity and Inclusion** in the Diversity, Equity & Inclusion program is for a written description of a workplace learning program designed to provide learners with the competencies and skills to drive an environment of diversity, equity and inclusion within the organization. **Learn More>>**

Best Use of Employee Resource Groups to Address Diversity, Equity and Inclusion

The category **Best Use of Employee Resource Groups to Address Diversity, Equity and Inclusion** in the Diversity, Equity & Inclusion program is for a written description of an organization's use of employee resource groups to help meet the goals and objectives of the organization's diversity, equity and inclusion efforts. **Learn More>>**

Future of Work

Best Advance for Leading Under a Crisis

The category **Best Advance for Leading Under a Crisis** in the Future of Work program is for a written description of how an organization demonstrated effective, inclusive leadership under a crisis situation. The crisis can be external, such as the coronavirus pandemic, or internal such as layoffs, bankruptcy, or significant business downturn or product or service deficiency. **Learn More>>**

Best Advance in AI for Business Impact

The category **Best Advance in AI for Business Impact** in the Future of Work program is for a written description of an initiative involving the use and application of artificial intelligence that, directly or indirectly, substantially contributes to positive business outcomes. **Learn More>>**

Best Advance in Predictive Analytics

The category **Best Advance in Predictive Analytics** in the Future of Work program is for a written description of an initiative involving the use and application of predictive analytics that substantially contributes to positive business outcomes. **Learn More>>**

Best Advance in Business Automation

The category **Best Advance in Business Automation** in the Future of Work program is for a written description of how automation was developed and implemented to support a major change within the organization or address a need to make strategies, processes or procedures more efficient. **Learn More>>**

Best Advance in Business Strategy

The category **Best Advance in Business Strategy** in the Future of Work program is for a written description of a business strategy that aligns with digitalization and other trends that enable an organization to evolve and thrive in fast-evolving business environment. **Learn More>>**

Best Advance in Managing a Remote or Hybrid Workforce

The category **Best Advance in Managing a Remote or Hybrid Workforce** in the Future of Work program is for a written description of an organization's strategy for managing a remote or hybrid workforce and how the strategy was effectively implemented. The strategy should apply to a work team of several people or a specific office(s) or plant(s) fully or partially outside the company's headquarters. It should include how the key processes for managing the remote or hybrid workers differs from the management of a fully onsite workforce. **Learn More>>**

Best Approach to HCM Innovation

The category **Best Approach to HCM Innovation** in the Future of Work program is for a written description of great examples of innovation related to people, process, and technology in human capital management, as well as insights into what to expect in the not-to-distant future. **Learn More>>**

Future of Work

Best Program for Upskilling Employees

The category Best Program for Upskilling **Employees** in the Future of Work program is for a written description of a program designed to provide employees with more advanced skills that enable them to qualify for new or better jobs across a wide range of areas. It should include a description of the how the advanced skills or competencies were developed and the specific needs the upskilling was addressing. **Learn More>>**

Best Initiative for Philanthropy and Corporate Giving

The category, **Best Initiative for Philanthropy and Corporate Giving**, in the Future of Work program is a written description of a corporate initiative or campaign that contributes substantially to meet a significant need for a community, organization or cause. **Learn More>>**

2023 TECHNOLOGY AWARDS CATEGORIES

Learning and Development Technology

Best Advance in Learning Management Technology
Best Advance in Learning Management Technology for External Training
Best Advance in Learning Management Technology for Compliance Training
Best Advance in Performance Support Technology
Best Advance in Content Authoring Technology
Best Advance in Content Management Technology
Best Advance in Technology for Testing or Learning Evaluation
Best Advance in Mobile Learning Technology
Best Advance in Social Learning Technology
Best Advance in Technology for Virtual-Classroom or Conferencing Technology
Best Advance in Gaming or Simulation Technology
Best Advance in AI and Machine Learning
Best Advance in Augmented and Virtual Reality
Best Advance in Learning Management Measurement/Business Impact Tools
Best Advance in Software for a Training Company
Best Advance in Technology for Crisis Management
Best Advance in Performance Support Technology for Crisis Management
Best Advance in Learning Management Technology for Small and Medium-Sized Businesses
Best Advance in ILT Management and Delivery
Best Advance in Emerging Learning Technology
Best Advance in Unique Learning Technology
Best Advance in Video for Learning

Talent Management Technology

Best Advance in an Integrated Talent Management Platform
Best Advance in Social Talent Management Technology
Best Advance in Employee Engagement Technology
Best Advance in Talent Management Measurement/Business Impact Tools
Best Advance in Succession Management Technology and Tools
Best Advance in Leadership Simulation Tools
Best Advance in Performance Management Technology
Best Advance in Performance Management Technology for Crisis Management
Best Advance in Online Coaching Tools
Best Advance in Online Mentoring Tools
Best Advance in Career Management or Planning Technology
Best Advance in Technology for Crisis Management
Best Advance in Talent Management Technology for Small and Medium-Sized Businesses
Best Advance in Emerging Talent Management Technology
Best Advance in Unique Talent Management Technology

Click Here Download the
Technology Excellence Awards entry form

Brandon Hall Group
EXCELLENCE
AWARDS 2023

Deadline to Submit
09.18.2023

Cost per Submission
795 USD

Talent Acquisition Technology

Best Advance in Talent Acquisition Technologyww
Best Advance in Candidate Experience Management Technology
Best Advance in Sourcing Technology
Best Advance in Candidate Assessments Technology
Best Advance in Onboarding Technology
Best Advance in Recruitment Marketing Technology
Best Advance in Social Talent Acquisition Technology
Best Advance in Mobile Talent Acquisition Technology
Best Advance in Employee Referral Technology
Best Advance in Recruitment Process Outsourcing (RPO) Technology
Best Advance in Talent Acquisition Technology for Small and Medium-Sized Businesses
Best Advance in Emerging Talent Acquisition Technology
Best Advance in Unique Talent Acquisition Technology

HR/Workforce Management Technology

Bests Advance in Time and Labor management (time and attendance, scheduling, absence and leave management, compliance, self-service)
Best Advance in Compensation and Benefits and/or Payroll Administration
Best Advance in HR Predictive Analytics Technology
Best Advance in Rewards and Recognition Technology
Best Advance in Assessment and Survey Technology
Best Advance in Technology for Readapting to the Workplace and Workplace Culture
Best Advance in HR or Workforce Management Technology for Small and Medium-Sized Businesses
Best Advance in Emerging Workforce Management Technology
Best Advance in Unique HR or Workforce Management Technology

Sales Enablement Technology

Best Advance in Sales Enablement and Performance Tools
Best Advance in Mobile Sales Enablement and Performance Tools
Best Advance in Client Relationship Management Automation
Best Advance in Sales Training Online Application
Best Advance in Client Acquisition and Retention Technology
Best Advance in Sales Enablement Technology for Small and Medium-Sized Businesses
Best Advance in Emerging Sales Enablement Technology
Best Advance in Unique Sales Enablement Technology

Future of Work Technology

Best Advance in Business Automation
Best Advance in Business Strategy and Technology Innovation
Best Advance in AI for Business Impact
Best Advance in Technology Innovation for the Remote Workforce
Best Advance for Leading Under a Crisis
Best Advance in Corporate Wellbeing Technology
Best Advance in Social Impact Innovation
Best Advance in Diversity and Inclusion Innovation

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EXCELLENCE AWARDS 2023

Deadline to Submit
09.18.2023

Cost per Submission
795 USD

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