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| **Chapter Name** | Eastern Pennsylvania |
| **Chapter Number (ex. CH0000)** | CH2073 |
| **Chapter Location (City, State)** | Lehigh Valley, PA |
| **Chapter Membership Size** | Medium (101 - 349) |
| **Contact Person for this Submission:** | Joan Zachary |
| **Email Address:** | [jzack2@mac.com](mailto:jzack2@mac.com) |
| **Phone Number:** | (484) - 264 - 6073 |
| **Chapter Board Position:** | President (outgoing) |
| **Chapter Website URL:** | [http://tdeasternpa.org](http://enotification.td.org/track/click/30530608/tdeasternpa.org?p=eyJzIjoiYkw3RUJSd25kN3gtNjFEZFFROHM3bk5oc0pRIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGRlYXN0ZXJucGEub3JnXCIsXCJpZFwiOlwiZjM5MWJmMDcxMTAxNGMxYTkyMjJmNjFiYzVlZDE4YWVcIixcInVybF9pZHNcIjpbXCIxZmEwNWYzNzM0ZTQ3NmQwMmE0ZjIwMGQyZGI1Y2UyOWNjZDRjMjNlXCJdfSJ9) |
| **Submission Title:** | Excellence in Talent Development should be rewarded! |
| **Submission Description:** | In order to recognize and publicize talent development initiatives in the Lehigh Valley, we solicited entries for our chapter’s Excellence Awards. Awards are in four categories:  • Effective Talent Development Programs: Effective approach to building skills, competencies and/or capabilities in your organization. This can be skill building, job training or professional development, virtual or face to face. • Leadership Development: Program designed to help leaders build the skills and capabilities needed to drive results through people. • Talent Development Innovation: The development and implementation of an approach that is innovative to your organization, industry or function. • Powerful Partnerships: The use of a strategic partnership between organizations, locations or functions to drive talent development. This can be a consultant/client relationship, or some other partnership |
| **Need(s) Addressed? Please be specific.** | We wanted to reach out to businesses and organizations in our area to recognize their successes in talent development. This publicizes their good work to the Lehigh Valley and beyond, and also, in some cases, introduces ATD to these groups. Most importantly, it increases awareness and shares best practices in our profession, providing inspiration to other organizations. |
| **What is your chapter's mission?** | The ATD Eastern PA Chapter strives to provide expertise, solutions and opportunities that advance workplace learning, improve human performance and manage change efforts throughout eastern Pennsylvania.  We achieve this mission through: Scheduled programs, conferences, and Special Interest Groups (SIG’s) that enable talent development professionals to expand their knowledge and develop practical skills Networking among peers Access to information on career opportunities in the talent development field Information on trends, methods, issues and emerging technologies |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | Winning organizations are invited to present at our chapter’s end of year celebration event. Chapter members get to hear more about their winning initiatives and meet the “movers and shakers” in talent development in our area. As one might imagine, they will hear more about trends, methods and new technologies at this event. |
| **National ATD's mission is to "empower professionals to develop talent in the workplace". How does this submission align with ATD's mission? Please provide specific examples.** | Winning organizations are invited to present at our chapter’s end of year celebration event. Chapter members get to hear more about their winning initiatives and meet the “movers and shakers” in talent development in our area. As one might imagine, they will hear more about trends, methods and new technologies at this event. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | Talent development professionals in eastern Pennsylvania, whether they belong to our chapter or not, benefit by learning more about state of the art talent development initiatives in their area, drawing inspiration for these to be used in their own organizations. |
| **Costs/Resources Used: (include any details regarding use of resources including monetary, donations, contributions, volunteer hours, people resources, etc. and how you went about getting these resources)** | The Eastern PA chapter already holds an end of year event, which is included in our budget and strategic plan. The only extra cost is for the awards themselves, which are produced locally. |
| **How did you implement: (please give a brief description)** | We started to solicit entries in the fall, giving entrants plenty of time to decide whether to enter and gather information for their submissions. Entries are submitted through a Survey Monkey form. Completed entries were shared with the chapter board, who decided on the winners in the four categories. |
| **What were the Outcomes: (Please include hard data regarding financial gains, membership increases, target audience satisfaction levels, publicity for the chapter or for the profession, etc.)** | In 2017, the first year for these awards, we received four entries, which fortunately fit into the four categories. However, in 2018, we received eleven entries, which meant we had some decisions to make! Entries this year were for some very high level projects, extending beyond the local area. The winners were pleased to be included and recognized, and the pride was apparent in their presentations at our end of year event. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | Give some detailed thought to the rubrics used for choosing winners. Since we had a small field to pick from in the first year, this was not an issue in 2017. However, this year, with eleven entries, there were discussions around what constituted a good winning entry. Some entries were for projects that had no results yet, so we encouraged those organizations to enter again next year. |
| **Please list the specific ATD chapter resources that helped guide you in the process of completing this best practice (e.g. people, documents, policies, by-laws, etc.):** | Our board worked closely and communicated very well to choose the winners that represented the categories in the best way. |
| **Please attach any documents that help support this submission: (additional documents and documents over 2MB should be sent to Samantha Herman,** [sherman@td.org](mailto:sherman@td.org)**)** | [Chapter Holiday event 120618.pdf](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiUm5zUUxTSUd4eXhZZFhyNXVxbjA0Y2JTT0hjIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHlNREltWld3OVpXeGxiV1Z1ZEY4eE5nPT1cIixcImlkXCI6XCJmMzkxYmYwNzExMDE0YzFhOTIyMmY2MWJjNWVkMThhZVwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **additional supporting documents:** | [ATD-EPA Excellence Awards submission form.docx](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiTEx5WDRuYVJMZzhDUy1maF9JWm55RFRuQVJrIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHlNREltWld3OVpXeGxiV1Z1ZEY4eU1nPT1cIixcImlkXCI6XCJmMzkxYmYwNzExMDE0YzFhOTIyMmY2MWJjNWVkMThhZVwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **How did you become familiar with the Sharing Our Success (SOS) program?** | Other |
| **If you selected "other", please explain your response.** | SOS submission is required for CARE in 2018 |
| **Would you be willing to present on this submission at the ATD Chapter Leaders Conference (ALC)? \*Request for Proposals (RFPs) open in May of each year at** [**td.org/alc**](http://enotification.td.org/track/click/30530608/td.org?p=eyJzIjoiWjl6V1NDeDBxbnhSd21KQ1RGRTZuUjMzSHFJIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcImYzOTFiZjA3MTEwMTRjMWE5MjIyZjYxYmM1ZWQxOGFlXCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ)**. Selected session facilitators receive complimentary registration.** | Yes |