



Champions of Learning

In 2023, ATD was pleased to have 62 champions of learning (52 companies and 12 ATD chapters) who celebrated ATD Employee Learning Week (ELW). It was remarkable to see their efforts to promote the value and importance of workplace learning.

Companies



المستشفى الأمريكي
AMERICAN HOSPITAL

AHD's ELW program offered a dynamic mix of initiatives, including a riddled scavenger hunt, painting class, resin art therapy, strategic leadership program graduation, and AHD presentation. Participants enjoyed relaxing yoga, Wheel of Fortune games, and intellectually stimulating challenges. They also received delightful goodies like ELW T-shirts, no-fall tumblers, mobile phone casings, stress balls, and document bags. It was a holistic and rewarding experience for personal and professional growth.



AmTrust
FINANCIAL

AmTrust's 2023 ELW asked employees to spend time each day focusing on their own personal and professional development. The Global L&D team developed an activity guide in Articulate Storyline that provided employees resources each day of the week, including LinkedIn Learning, videos, challenges, and tips, along with a question of the day and self-reflection components. Those who completed all activities were entered into a drawing and awarded a Learning Week badge on our intranet!



This year, Atria Senior Living's ELW theme was Louder Than Learning, which is our take on one of the biggest music festivals in Louisville, Kentucky, Louder Than Life. More than 100 employees at our support center in Louisville participated in more than 26 in-person, virtual, and on-demand classes. Our senior living communities across the US and Canada held Community Learning Fairs, where employees and residents showcased their passions and expertise in a variety of subjects.

belkin®

Belkin International was excited to participate in ELW 2023. With a recently launched learning management system (LMS), we used the opportunity to highlight key tips for finding training within the new system, as well as some development tips and a self-learning plan. On Monday, we announced ELW company wide. Tuesday through Friday, various videos and resources about how to find training were posted to the company intranet.

 **BRAILSFORD & DUNLAVEY**

Brailsford & Dunlavey's 2023 ELW program was a week-long, in-house virtual conference. Over the course of the week, we offered eight sessions on technical topics (for example, cost reviews and rec center planning) and soft skills (for example, email management and change management). Sessions were aligned with one or more of this year's four tracks.



BREC tends to work in silos, so we wanted to break those down to reinforce topics we believe are central to our mission and provide employees an outlet to express themselves about their current direction. BREC created three activities—BREC Values Taboo, which was modeled after the game Taboo but used our organization's 10 key values; a Kahoot! game centered around our HR practices and our Culture of Kindness initiative; and impromptu interviews for our new podcast, *Connections*.



ELW centered around our values and commitment to employee-driven growth and a culture of continuous learning and adaptability. An Our Values e-learning was delivered, and throughout the week, in-person and virtual symposiums were led by the L&D, Internal Mobility, Employee Experience, and Modern Technology departments. Unique prizes like job swaps, professional coaching sessions, Community University swag, one-on-ones with the COO/CIO and CHRO, and leadership development awards were given.



During ELW 2023, the Organization Development and Training team showcased DART's internal and external learning resources through a Learning and Development roadshow at five DART operating

facilities. This included structured and informal interactions with employees around 2024 training opportunities, coaching, and career development. The roadshow also provided templates and assessments for managers and departments to encourage and support the development of skills and confidence in various domains.

 **DataArt**

ELW marked the apex of a two-year program dedicated to enhancing soft skills. In the first year, we launched 20 instructor-led trainings; in the second year, we introduced the opportunity for production and nonproduction teams to train using programs tailored to their needs. Reflections and shared achievements during ELW enriched the learning experience. The collaborative efforts of teams, coupled with the engagement of C-suite and mid-level managers, boosted employee engagement and the overall value of workplace learning.



DCCU released four videos that illustrate how corporate training and our iCareer team can help employees grow within their position and reach for the next career opportunity. A team also hosted a live office-hours event to gather input to help support their employees, and they solicited learning journey stories from their employees.

 **EmblemHealth**

Moving to a new phone system, analyzing needs, and creating consistency and continuity in process—many skills like these are being developed into e-learning. These activities shine a spotlight on the value of learning by creating awareness of learning, promoting learning opportunities, recognizing learning achievements, and showing the impact of learning.



ELW 2023 triumphed with its exploration of our theme, AI: Forward Together—Uniting Technology and Social Progress, diving into artificial intelligence (AI) and generative AI’s impact on future work, diversity in tech, and engineering transformation. The event featured 129 talks by more than 200 speakers from 35 locations, drawing more than 26,800 registrations across 62 global locations and fostering a deeper understanding of AI’s influence.



With the theme Driving Your Career, Equifax celebrated ELW by inviting approximately 1,500 employees to a week-long learning event. Each day, employees participated in live streamed sessions with Equifax leaders, which included discussions around updating their career profiles and resumes, participating in our internal mentorship program, and what makes a people or program leader. Employees also heard directly from our VPs of business about their career journeys, and finally, they heard from our very own SVP of operations.



Farmer Focus launched a multifaceted effort for our ELW during the week of December 11–15. We focused primarily on our more than 800 hourly team members, with a Stop the Line campaign designed in partnership with our Safety and Quality Assurance teams. The goal was to raise awareness of issues that should prompt employees to stop the manufacturing lines they work on for safety and quality issues. Their corporate team members were also incentivized to complete required harassment prevention training and explore other online learning.



GEORGIA DEPARTMENT OF COMMUNITY HEALTH

DCH’s Office of Human Resources ELW 2023 celebration was titled Who’s Serving DCH?. The activities included daily seminars, daily webinars, a gamified learning competition, and an interactive website.



The Georgia Department of Transportation offered two training webinars per day of ELW. Each day was centered around a theme. We also spotlighted an internal or partner training program each day to increase awareness and pique the interest of our employees. By spotlighting training programs, we informed employees about how participation leads to growth, increases knowledge (personal and organizational), can position them for promotion, and yields better results for the organization.



Georgia Tech educated our employees about the resources they have available to them to continue their development. We truly believing that workforce development is everyone’s business and showed employees how everyone can build a path for learning and development through opportunities we’ve made available to them.



Our talent management team designed a virtual scavenger hunt around learning and exploration of Georgia State. The scavenger hunt engaged both new and established employees with numerous opportunities to learn about various aspects of the organization and underscored the importance of employee learning.



In advance of ELW, GECU provided managers with a toolkit listing events for the week and emphasized ways they could drive learning for themselves and their teams. A message from our CEO to all team members urged them to take a proactive role in their learning journeys. A variety of learning activities were included: discovering “golden tickets” in our LMS, joining Learning Café, attending an L&D “open house”, and documenting learnings in a “passport,” all with the chance to win fun prizes!



Hadeed conducted a career growth campaign to explore how learning and development can accelerate human capital growth to build a resilient and sustainable workforce. Throughout the week, we showcased various opportunities for employees to continue learning, develop skills, and advance their careers under the theme Elevate, Educate, and Engage. The career growth campaign included an EXPO to educate employees about talent development programs, live sessions to elevate employees’ knowledge, and career mentorship sessions by L&D staff.



Heritage BANK

Heritage Bank created an intranet site with on-demand learning opportunities, where every learning opportunity related to an aspect of relationship building. This included a pre-recorded Fireside Chat about situational leadership and its impact on teams, content on how to create personal value statements and build trust, TEDTalks related to authentic connections, Microsoft tools that support accessible and inclusive communication, and calendar hacks for increasing organization and dependability.

Home *HB* Bank

Home Bank’s theme for ELW 2023 was Employee Health & Wellness. The talent development team hosted live and virtual lunch & learn sessions with guest speakers for fun and education on all things self-care. Employees were invited to join discussions with field experts who provided resources on specific subjects such as diet, exercise, mental health, employee benefits, and positive culture. Participation was paired with prize giveaways!

Independence

Independence University capped off a year-long focus on self-paced learning with an engaging week of promotions for self-paced activities around five aspects of self-care—mind, body, relationships, emotions, and career. Our theme was Learning to Care 4U! Our program included a launch email, personal reflections from our chief people officer, daily intranet stories, curated learning resources, suggestions for incorporating learning into a daily routine, and a dedicated intranet page.



Judge Learning used ELW to hold collaborative brainstorming sessions about how to best support clients’ needs and improve their employee learning year-round. Each day had a different theme aimed at improving our process and providing cutting-edge solutions.

Leadership Strategies

LS followed the STUDY plan using EBSCO content. As a training company, we spend our time helping others learn. But during ELW, we focused on learning for our internal employees and core contractors.



Liberty Source PBC distributed daily communications that inspired and empowered employees to learn, invited employee testimonials, and recognized and celebrated learning accomplishments from the year. We incorporated interactive teambuilder activities for team managers to use with their teams (including “get to know you” and “desert island survival” activities), a Learning & Development 2023 crossword, an Escape Room custom online course, and a 2023 Achievement Wall.



Loretto recognized the need for training in belonging and inclusion and developed a program to focus on this need, the Leadership Development program, primarily for frontline supervisors. Program activities shone a spotlight on the value of learning by creatively creating awareness of learning, promoting learning opportunities, recognizing learning achievements, and showing the impact of learning.



LTRC sent an email with updates on an ongoing internal competency modeling project with the Louisiana Department of Transportation and Development. The goal of the project is to identify technical competencies and provide training that fosters a safe and efficient workforce for the department.



Manhattan Associates focused on a global, forward-thinking approach to leadership, teamwork, and collaboration; creating and maintaining personal well-being by optimizing time and defining goals; and strengthening our learning quotient.



This year’s ELW theme was Building a Foundation for the Future! It included a variety of sessions: a panel discussion with company leaders regarding the skills needed for our employees, Matrix involvement with the future of hydrogen, a look at MNAC electrical and MAT products, an overview of MSI TAPS, and more. For the first year, members of our Learning Culture Committee produced ELW, rather than the Training and Development department.



In 2023, Medical Mutual made it a goal for every employee to participate in a professional development activity. We offered a variety of live workshops, webinars, and asynchronous learning opportunities from partners like DDI and BizLibrary. On December 4, the first day of ELW, we announced that more than 95 percent of our employees had participated, hitting a goal we set at the beginning of 2023.



Medical Solutions took a blended learning approach for our 2023 ELW program. The Learning & Development team created multiple instructor-led virtual sessions and e-learning courses focused on an Own Your Learning theme. These offerings included DEIB/Human First, Owing Your Development, Demonstrating Core Values in Action, Navigating Change, Applying Courage in the Workplace, and Mentor Mindset and culminated in a networking and prize party to discuss participants’ biggest takeaways from the week.



MID-CONTINENT GROUP

Mid-Continent Group celebrated ELW 2023 with a focus on helping employees understand the impact of unconscious bias. All employees were offered the opportunity to self-enroll in one of four workshop sessions dedicated to this topic. Managers also had the opportunity to participate in a guided book club with discussion meetings over the course of six sessions.



Mighty Distributing System provided daily five- to seven-minute trainings on topics that would benefit our teams personally and professionally. We used our company name as the acronym for the week's topics: M = Managing Time, I = Intelligence/Emotional Intelligence, G = Goal Setting, H = Happiness, TY = Thank You! (Expressing Gratitude). ELW also corresponded with our on-site Sales School training and our second-ever virtual IT training webinar.



MISUMI celebrated ELW 2023 by focusing on our company values. Each day, employees focused on one of our five values, watching an educational video on the topic, answering a knowledge question to demonstrate understanding, and working through an activity focused on applying the value. Employees shared their "value verbs," useful knowledge tips to help new employees onboard faster, and how they focus on our customer success.



NASEM's ELW was a dynamic celebration featuring daily Slack posts with training recommendations and reflections. Employees enjoyed on-demand tech tips, tackled crossword puzzles with training terms,

and received recognition for completing challenges throughout the year. The event was spotlighted in the company-wide newsletter, emphasizing our commitment to continuous learning and fostering a culture of growth and development.

nationalgrid

National Grid's Safety team started promoting Learning Notifications. These are brief notifications available on our intranet and emailed out to employees to highlight incidents that we can all learn from or actions we can take to stay safe at work.



NTT DATA coordinated ELW events and promotions across the Americas, spanning eight companies and seven countries (Canada, United States of America, Mexico, Chile, Argentina, Philippines, and Brazil) for 6,000+ employees. This campaign included training events, development opportunities such as mentoring and technical or coaching circles, and resources like articles, audiobooks, career path building, and personal professional development plans (PDPs).



To celebrate ELW, Olberding Brand Family employees were invited to complete a variety of training activities, such as attending a training, taking a course in the learning management system (LMS), meeting with a mentor, reading a professional development text, and more. Employees had the opportunity to submit up to five activities during the week by including a selfie or picture of themselves completing the activity to be entered to win a variety of prizes.



OneGroup developed a Quality Excellence program including peer review. We hosted 30-minute micro-sessions on focused topics to allow staff to learn new skills in a manageable amount of time. We also created a new SharePoint page with resources for process and procedure updates, course information, and more, and we implemented a shoutout to SharePoint team members who completed designations, developed new skills, or assisted with onboarding new staff.



Our ELW 2023 theme was Learner Today, Champion Tomorrow, which not only emphasizes the importance of talent development in employee progression but also makes employees future champions of learning by becoming promoters and even facilitators of learning. Our vision this year is to connect theoretical concepts to practical application, thus our emphasis on presentation skills, leadership related scenarios, and a case study.



ELW offered all of our employees an opportunity to attend in person or virtual learning workshops on a variety of topics, including emotional intelligence, ergonomics, financial planning, personal growth/health, Microsoft tools, and winter safety. The workshops brought together employees from various departments, providing an opportunity for personal growth and camaraderie among colleagues.



Rotary's 2023 annual ELW showcased the theme Cultivating a Global Mindset. We offered more

than 30 virtual learning sessions to our staff on topics ranging from intercultural communications to managing a global team to bridging divides. The theme Cultivating a Global Mindset was developed based on our 2023 learning needs assessment, which identified global perspective as an attribute needing more development in our organization.



Suburban Propane sent customer service representatives a quick reference/quick tips guide with brief reminders and other information in areas where the training team found additional support was needed. We also revamped our quality evaluation to better meet the needs of staff. These activities shine a spotlight on the value of learning by creating awareness of learning, promoting learning opportunities, recognizing learning achievements, and showing the impact of learning.



Success Academy used email to promote self-development and employee learning using carefully selected TED Talks that focused on setting healthy boundaries for mental health and work. With the end of the year approaching, Success Academy opted to remind employees that recuperation and rest is critical to continued success and ruminating on work during off time can damage both personal and professional environments.



Tata's ELW was deployed with the help of our network of more than 100 Learning Ambassadors. Learning Ambassadors are project employees who champion employee learning and development initiatives in their business units. They help the Learning & Development (L&D) department plan and deploy learning interventions and drive, track, and report learning and sharing efforts within the units.



Organizational Development

DIVISION OF HUMAN RESOURCES AND ORGANIZATIONAL EFFECTIVENESS

The Organizational Development team offered four face-to-face courses multiple times throughout ELW to approximately 500 employees both in College Station and Galveston, and we made 300 free on-demand courses available to remote employees. The course list included Crucial Conversations, Getting Things Done, The 6 Types of Working Genius, and Myers-Briggs: Understanding and Working with Personality Type.



The Aspen Institute spent ELW offering one to three learning opportunities each day. Topics ranged from presentations by the legal department about employees vs. consultants, to an etiquette expert speaking at our kickoff lunch on executive presence, to the People & Culture team leading a session on belonging. We also implemented our own Champions of Learning recognition, where programs could share how they were incorporating learning into their group culture.



ELW 2023 empowered employees by providing opportunities to enhance both personal and professional skills through employee-led sessions. By fostering a culture of shared knowledge and skill development, the event encouraged a collaborative learning environment. The theme, The Bancorp's Got Talent, added a unique touch, emphasizing the celebration of individual passions, hobbies, and talents among employees, further promoting a diverse and inclusive workplace.



The Tulsa Community College (TCC) employee and organization development team hosted an Employee Training Showcase. As the organization has grown, so have our learning resources. Employees needed a reminder about all of the learning options available to them. In this session, we showed employees courses (in-person and virtual), e-books, audiobooks, webinars, and more! Employees left motivated to explore more on their own on topics ranging from technical to essential soft skills.

VW CREDIT, INC.

VW Credit celebrated our fourth year of ELW in 2023. We focused our theme on wellness and well-being and covered the full range of experiences regarding our physical, mental, social, career, financial, and community goals. We hosted 11 live learning sessions and shared eight on-demand activities called Monday Shareables.



Ahead of ELW, Workers Credit Union curated 10-minute and shorter LinkedIn Learning content. We promoted the curated content throughout the week and offered recognition points through WorkTango to those with the most learning time.

Chapters



ATD Ann Arbor Chapter kicked off learning week with a networking happy hour Monday night where we gave away books from ATD press and various speakers throughout the year. We also sent out an email each day of ELW to our contact list containing a video of a board member or member sharing their favorite learning from the year. Included in each email were resources for the topic and a call to visit various ATD resources and share reasons for becoming a member.



ATD Appalachia Chapter successfully lobbied for a governor's proclamation for the entire state to hold Employee Learning Week in 2023. We shared content surrounding the Talent Development Capability Model™ and some videos on social media that allowed us to show our personalities and gain more engagement.



ATD Bay Colonies Chapter created a LinkedIn campaign for ELW. We posted each day with links to resources, calls to action, and recognition. We infused our posts with different topics each day and leveraged ATD materials that can help L&D professionals increase the effectiveness of their programs and build a culture of continuous learning.



ATD Central Mass Chapter used our social media presence on LinkedIn to engage our followers and members. We increased learning with short daily Kahoot! games, provided information on learning technology, and included a video welcome from our chapter president.



We held an ELW virtual coffee chat where members were placed in small breakout rooms. The discussions focused on sharing successful learning programs that our members have implemented, ideas that they would like to implement, and ways to overcome barriers to quality learning programs.



We supported our members' dedication to employee learning through collaboration and celebrated them through events and activities during the last quarter of the year. By encouraging collaboration among members, past CoLs, and chapter supporters, our chapter was able to craft a creative, unique, and relevant ELW within our organization.



ATD Houston Chapter received a mayoral proclamation from the city of Houston recognizing Employee Learning Week. This proclamation was shared at the relaunch of our Pinnacle Awards event, which recognizes best practices, innovation, and outstanding organizational impact in talent development as well as community impact by local organizations. ATD Houston Chapter also offered the 90-minute webinar Building a Culture That Creates Trust, Motivation, and Engagement.



Using a social media campaign (via LinkedIn and Facebook), the Kansas City ATD Chapter presented members with questions addressing their involvement in learning and talent development at their own companies. Day 1 began with an invitation via email and on the ATDKC website, and we continued on Day 2 with a brief introduction to ELW. The campaign continued on Days 3, 4, and 5 with individual questions focused on soliciting member input.



ATD NYC Chapter held a micro-conference with four virtual sessions and two in-person sessions spanning the entire ELW. Our theme was Your NYC Subway to Success: Navigating the Future of Talent Development, touching on many aspects of TD like coaching, organizational change, and data storytelling. We had more than 80 registrants and 13 external speakers come together, raising more than \$2,000 for our community in ticket sales.



CNY ATD promotes employee learning awareness (ELA) all year long through our website, emails, social media, ELA Committee, monthly ELA Ideas Series, quarterly ELA roundtables, and recognition of CNY Champions of Learning. During ELW, CNY ATD posted social media messages and hosted a Coffee Chat and CNY ATD Harnessing the Power of AI for Talent Development Program with a special BOGO Extravaganza.



ATD San Antonio Chapter celebrated ELW with an in-person event, showcasing the many factors that contribute to employee learning. We honored our members and guests, volunteers, sponsors, and community agencies for their work in 2023. Responding to the continuing poverty in our city, and recognizing the importance of a holistic approach to employee well-being, we collected more than 200 pounds of food and \$100 for Community First Food Pantry (a chapter sponsor).



Our Leading Gen Z lunch & learn aimed to prepare professionals for the transformative impact of the Gen Z workforce in a concise 90-minute session. Participants explored workplace trends embraced and rejected by Gen Z, preparing professionals for the impact of the Gen Z workforce, fostering intergenerational collaboration, and emphasizing Gen Z's interest in skill development through L&D for an intrapreneurial culture.