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| **Chapter Name** | ATD Kansas City Chapter |
| **Chapter Number (ex. CH0000)** | CH 6027 |
| **Chapter Location (City, State)** | Kansas City, MO |
| **Chapter Membership Size** | Medium (101 - 349) |
| **Contact Person for this Submission:** | Sally Koppy |
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| **Phone Number:** | (816) - 616 - 9433 |
| **Chapter Board Position:** | President |
| **Chapter Website URL:** | <http://tdkc.org> |
| **Submission Title:** | Chapter Awards Event |
| **Submission Description:** | This submission will describe the issues with the chapter award recognition program faced by the ATD Kansas City Chapter Board of Directors, and the successful initiative implemented. |
| **Need(s) Addressed? Please be specific.** | The KCASTD Best Award ceremony had declining nominations and attendance over the previous five years. Finally, in 2014, the scheduled event was canceled, when only three nominations were received. The review committee found that the chapter event created channel confusion between ATD International versus the ATD KC Chapter. Over time, the awards nomination process had grown in complexity and time commitment. The nomination and judging time was at the end-of-year annual review time. The awards were narrow in scope. |
| **What is your chapter's mission?** | To promote excellence in the field of learning and development |
| **How does this effort align with your chapter's mission (Please provide specific examples)?** | While our goal was to promote and recognize excellence in the field of learning and development, our processes were coming up short. The effort of redesigning our award event to meet the needs of our members and celebrate their success better aligned with our mission. |
| **National ATD's mission is to "empower professionals to develop knowledge & skills successfully". How does this submission align with ATD's mission? Please provide specific examples.** | One of the benefits of the sharing of local achievements is that all chapter members receive the benefit of learning from the experiences of others. Another goal of this project was to better align the chapter recognition award program with the EiP and BEST Award programs of ATD National. |
| **Target Audience: (Who will benefit/has benefited from this effort?)** | The ATD Kansas City Chapter members and Talent Development organizations in the Kansas City area. |
| **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)** | Volunteer Hours \* Recognition Award Program - Review Committee: 36 hours \* ATD Kansas City Chapter EiP Award Committee: 42 hours \* ATD Kansas City Chapter EiP Event Vounteers: 21 hours  Monetary \* Revenue - $1,840 \* Expenses - $3040 \* Profit from the chapter's Fall Conference was used to cover the net loss of $1200.72 \* The chapter will seek to gain sponsorships to cover the costs for the 2016 ceremony People Resources |
| **How did you implement: (please give a brief description)** | 1. The board nominated the review committee, and gave them clear deadlines for board reports. The committee met bi-weekly to meet that deadline. 2. Based on the recommendation, the board voted to implement the new program as outlined, and formed a committee of five members including the VP of Communication and VP of Programs. 3. An event location was chosen that would drive attendance and foster networking - Boulevard Brewery, which has an amazing event space.  4. The board/committee invited participation from the Kansas City chapter of ISPI and SHRM. ISPI participated in the judging of and the presentation of the Performance Improvement Award. 5. The award categories and application were simplified. 6. The application process and online form made nominations easy to create. 7. A Project Based focus was created (to align with ATD International's EiP Awards) 8. ATD BEST Organizations were also locally recognized, and they had time to share about the ATD BEST nomination process. 9. Judges were selected from CLO, industry experts, and professors |
| **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.)** | \* The 2014 event was canceled after receiving only 3 nominations. In 2013, 6 nominations were received . The 2015 event had 18 nominations. A list of the nominations is attached. \* Out of a 5 point likert scale, the participant overall satisfaction level was 4.38. Comments included: "If you were not at the event, you missed everything", "great networking event", "absolutely loved the location!", "it was perfect, thanks to all who worked on it". |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)** | \* Record event with video and audio \* Add social media buttons to the event page for ease in sharing \* Have a screen for winners photos \* Provide a summary of each nomination for attendees |
| **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.):** | The most important resource was selecting people for the initial committee who had experience with the chapter award program (2 of 3 were former board presidents), and who were willing to spend the time and effort to develop the recommendations. |
| **Please attach any documents that help support this submission: (additional documents should be sent to** [SOS@td.org](mailto:SOS@td.org)**)** | [ATD-KC EiP Nomination Summary.pdf](https://forms.td.org/download.php?q=Zm9ybV9pZD0xMSZpZD03MyZlbD1lbGVtZW50XzE2) |
| **How did you become familiar with the Sharing Our Success (SOS) program?** | Saw or heard of SOS on an area call with my NAC |

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