



### Tips for completing the AXIS Awards application

1. Start preparing early so you have time to submit a well-written application.
2. Strong applications tell a story that ties the needs identification to the evaluation strategy and results achieved.
3. Avoid using industry or organization jargon as much as possible. Make it easy for reviewers to understand what your organization did, why they did it, and how the pieces fit together.
4. Including strong metrics showing your company's starting and ending points will significantly enhance your story.
5. Make sure the business needs identified in the beginning of the application are addressed in the evaluation/results sections.
6. This application is the only data source for determining winners in a category so be sure to answer each question as completely as possible.
7. Provide examples (qualitative) and data (quantitative) where possible.
8. Proof read nominations. Entries should be carefully and thoroughly edited before submission. While grammar, spelling and flow are not specifically evaluated, they do impact a reviewer's perception of the application and submitting organization.
9. If you have questions while preparing or submitting your application, please email [axis@tddallas.org](mailto:axis@tddallas.org).

## Award Categories

Each category may have up to two award winners, and there will be one overall 'Best of Show' winner.

### Talent Management

- **Talent Assessment/Succession Planning:** applying a systematic approach for identifying, assessing, and developing talent to fill key business positions and support career development.
- **Leadership Development:** applying a systematic approach to educate, grow and enrich the skills, mindsets and knowledge of existing and emerging leaders.
- **Coaching:** applying a systematic approach to improve others' ability to set goals, take action and maximize strengths.
- **Talent Mobility:** applying a systematic approach for facilitating career transitions that support engagement and retention efforts.

### Organizational Development

- **Performance Improvement:** applying a systematic approach for analyzing human performance gaps and closing them.
- **Change Management:** applying a systematic approach to shift individuals, teams and organizations from a current state to a desired state.
- **Diversity and Inclusion:** a systematic approach to creating a workplace environment and organizational culture with practices that encourage growth and development, learning from others and capturing the advantage of diverse perspectives.

### Learning Solutions

- **Learning Technology:** applying new technology or using technology in an innovative way to address specific learning needs.
- **Design and Delivery:** designing and delivering formal and informal blended learning solutions using a variety of methods so the training is both engaging and effective.
- **Knowledge Management:** capturing, distributing, and archiving intellectual capital to encourage knowledge-sharing and collaboration.

## Managing Learning Programs and Teams

- **Strategic Planning:** an approach of defining an organization's (or a subset of the organization's) strategy, making decisions on allocating its resources to pursue this strategy, and guiding the implementation of the strategy. This can include how talent strategy aligns with and/or enables organizational strategy.
- **Evaluating Learning Impact:** using metrics and analytics to measure the value of workplace learning and talent development solutions to the organization.