



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 reviewers' perception of the application and submitting organization.
9. If you have questions while preparing or submitting your application, please email 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

- **Career and Leadership Development:** a systematic approach to creating a culture of career development through understanding of the existing and future skillset and capability requirements of an organization and process to meet the same.
- **Coaching:** applying a systematic approach to improve others' ability to set goals, take action and maximize strengths.

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.
- **Culture Awareness and Inclusion:** creating a workplace environment that is effective at both - conveying respect for different perspectives, backgrounds, customs, abilities, and behavior norms, and as well as ensuring all employees are respected and involved by leveraging their capabilities, insights, and ideas.

Learning Solutions

- **Technology Application:** identifying, selecting, and implementing the right learning and talent technologies that serve the best interests of the organization and its people by supporting organization's disruption agenda by use of technology.
- **Learning and Development Design and Delivery:** designing and delivering formal and informal learning solutions, including technical, regulatory, functional, soft skills etc., using a variety of methods so the training is engaging, innovative and effective.
- **Knowledge Management:** capturing, distributing and archiving intellectual capital to encourage knowledge-sharing and collaboration.
- **Data and Analytics:** a systemic approach to collect, analyze and use large data to define and/or design learning interventions.

Managing Learning Programs and Teams

- **Talent Strategy and Management:** a systemic approach to integrating talent development initiatives to various components of talent strategy and management like

organization culture, engagement, employee retention, deployment, talent acquisition, etc.

- **Evaluating Learning Impact:** using metrics and analytics to measure the value of workplace learning and talent development solutions to the organization.

Special Category

- **Future Readiness/ Talent initiatives @ Covid'19:** Ability to scan the environment and react to the forces shaping the business world, employees and their needs and expectations to define/ align/ modify talent initiatives accordingly. Talent initiatives designed/ launched by the organization as their response to Covid'19 can be shared as a part of this category.