

PRACTITIONER (TRAINER/EDUCATOR/ORGANIZATION) AWARDS			
AWARD	AWARD DESCRIPTION	ELIGIBILITY	Fee
All-Star Teams	Recognizing a training department, team or work group that has “gone above and beyond” to meet organizational needs in proactive ways.	Practitioners can self-nominate or be nominated by others at an LTEN member company.	\$295
Emerging Leaders	For someone relatively new to the training field who has demonstrated exceptional leadership skills, business savvy, and training instincts. Criteria for Emerging Leaders award: <ul style="list-style-type: none"> • Must be in the training industry for a minimum of one year, but no more than 3 years. • Successfully led a large-scale training/learning and development initiative within the last year. • Demonstrates specific leadership qualities. • Has potential to lead the training or learning & development function at an organization over the next decade. • Heads of departments are ineligible. 	Practitioners CANNOT self-nominate. Nominations must come from managers, co-workers or peers/colleagues at an LTEN member company.	\$295
Innovation	For learning leaders who have collaborated effectively with internal and external groups and individuals to marshal resources and apply innovative practices, processes or technologies in a new and groundbreaking way to address a significant business or organizational opportunity in the past year.	Providers can self-nominate or be nominated by a LTEN member company.	\$295
Member of the Year	Honoring individuals who have contributed to the LTEN member community and the wider life sciences training community through volunteering with other training organizations, speaking, authoring articles, community involvement, mentoring, coaching, developing people, leading organizations, etc	Practitioners can self-nominate or be nominated by others at an LTEN member company. LTEN Board Members are not eligible for this award.	\$0

<p>Training for Change</p>	<p>Honoring training leaders and/or teams who have led initiatives to help guide their teams, departments or organization through times of change, including mergers, restructurings, launches or business re-engineering. The award recognizes training's role in agilely managing change, bringing new people, products or policies into corporate cultures and helping to create the environment for change and innovation to thrive.</p>	<p>Practitioners can self-nominate or be nominated by others at an LTEN member company.</p>	<p>\$295</p>
<p>Non-Commercial Training Efficiency Award</p>	<p>Non-commercial groups carry a large burden of "regulatory required" and "compliance" training. While this type of training MUST be done, it rarely if ever provides any real value to a company beyond preventing bad things from happening. This award is for projects, initiatives or technology implementations that help reduce the overhead of the "must-do" training, while leaving resources and bandwidth to be re-allocated to training that develops staff in a value-added way. The award winner should demonstrate:</p> <ul style="list-style-type: none"> • The project, initiative or technology implementation resulted in regulatory requirements being met with little or no overhead (or reduced overhead). • The project, initiative or technology implementation demonstrated the spirit of "competency rather than completion". • The project, initiative or technology implementation resulted in measurable benefit in reduced overhead (resources), increased productivity, soft savings (re-allocated resources) or hard savings (\$). 	<p>Practitioners can self-nominate or be nominated by others at an LTEN member company.</p>	<p>\$295</p>



EVALUATION CONSIDERATIONS FOR PRACTITIONERS:

Practitioner: All Star Teams

1. Please summarize the department, team or work group's qualifications for this award, in less than 100 words (your elevator pitch).
2. Please describe the department, team or work group's service to their organization, clients and learners. (Please be specific as possible and include examples that show nominee's contribution. Detailing their contribution in the framework of a project or initiative will give judges the most complete idea of the nominee's performance.)
3. How has this department, team or work group gone above and beyond to meet organizational needs in proactive ways? (Provide specific examples, detailing contributions in the framework of a project or initiative.)
4. How has this department, team or work group benefitted and/or inspired others in your organization (working across boundaries, partnering, etc.) or in the life sciences industry?
5. Team members: Please list the team members first and last names, title and company below.

Practitioner - Emerging Leaders

1. Please summarize the nominee's qualifications for this award in less than 100 words (your elevator pitch).
2. What qualities, skills or behaviors make this nominee the best among their peers in training & development? (Please provide specific examples of a project or work-related initiative, innovation, management, problem-solving, etc.)
3. What qualities, skills or behaviors would this person bring to a role of leading the learning/training function (regardless of organization) in the future?
4. Has the nominee earned any special internal or external awards, accolades or recognition related to their professional performance?

Practitioner - Innovation

1. How many employees / clients / learners were targeted with this program?
2. Please summarize the initiative in less than 100 words (your elevator pitch). Stress the innovative aspect of the initiative and how that innovation was designed and delivered.
3. What business problem or need existed for which this practice was designed and implemented? Explain the problem/need and how it was identified.
4. Describe how the design decision for this practice was reached. This is not a process-only focused question. Innovative practices, processes or technologies should be addressed, if applicable.
5. What special challenges or stumbling blocks were encountered? How were those innovatively addressed to strengthen the learning?
6. How is the practice evaluated and how often? How will you measure and ensure learning transfer? Describe the elements/steps/process (NOT RESULTS) of the evaluation strategy. (500 words)
7. What business impact were achieved through this practice's implementation? Describe the short and long-term business impact of the practice and the evidence to support this impact. (500 words max) Include cost savings, if applicable and impact on organizational strategy, including individual and organizational performance.
8. How has the innovative nature of this initiative improved or enhanced learning transfer, learner engagement performance or commitment? Please provide concrete examples. (500 words max)
9. Did you work with a supporting partner you wish to recognize on a second award? If so, please enter the one name and company below. (Only one supporting partner may be recognized per submission. If you would like more than two awards they are available at cost through LTEN.)



Practitioner – Non-Commercial Training Efficiency Award

1. Describe how the design decision for this practice was reached. This is not a process-only focused question. Innovative practices, processes or technologies should be addressed if applicable.
2. How did the training solution consider the best interests of the learners, all organizations, all partners, clients and anyone inside or outside the organizations affected by the solution?
3. What business problem or need existed for which this practice was designed and implemented? Explain the problem/need and how it was identified.
4. What business impact were achieved through this practice's implementation? Describe the short and long-term business impact of the practice and the evidence to support this impact. (500 words max) Include cost savings, if applicable and impact on organizational strategy, including individual and organizational performance.
5. Explain how it was determined that this training project required improved proficiency, and how that proficiency would likely benefit learners.
6. How is the practice evaluated, and how often? How will you measure and ensure learning transfer? Describe the elements/steps/process (NOT RESULTS) of the evaluation strategy. (500 words)
7. What special challenges or stumbling blocks were encountered in terms of incorporating the change into the organizational culture? How were those addressed?

Practitioner - Training for Change

1. Description of change-focused initiative, program or learning intervention. Please summarize the initiative in less than 100 words (your elevator pitch). Stress what sort of need for change led to the initiative and how training was used to address the need.
2. Describe how the need for the training that led or impacted change was determined, Describe the elements/steps/process (NOT RESULTS) of the change strategy, focusing on what system or innovative approach was used to manage or harness change.
3. What special challenges or stumbling blocks were encountered in terms of incorporating the change into the organizational culture? How were those addressed?
4. What specific business impacts were achieved as a result of the change-focused training? Describe the short- and long-term impact of the training and the evidence to support this impact. Please share, if applicable how culture was addressed to ensure embedding the change.

Practitioner - Member of the Year

1. Summarize the nominee's qualifications for this award, in less than 100 words (your elevator pitch)
2. Please describe nominee's service to LTEN. (Please be specific as possible and include examples)
3. How has the nominee contributed to the broader life sciences industries?
4. How has the nominee's volunteer work benefitted and/or inspired others?

PROVIDER (INDUSTRY PARTNER/SUPPLIER) AWARDS			
AWARD	AWARD DESCRIPTION	ELIGIBILITY	Fee
Innovation	Recognizes suppliers that have deployed innovative practices, processes and technologies in support of a client's learning program that delivers engaging learning combining multiple modalities in the past year. Examples include workshops, eLearning, mLearning, social collaboration tools and games.	Providers can self-nominate or nominated by a LTEN member company.	\$295
Learning Content	Recognizes suppliers that have created superior customized or off-the-shelf learning content in the past year.	Providers can self-nominate or be nominated by LTEN member company.	\$295
Member of the Year	Honoring individuals who have contributed to the LTEN member community and the wider life sciences training community through volunteering with other training organizations, speaking, authoring articles, community involvement, mentoring, coaching, developing people, leading organizations, etc	Providers can self-nominate or be nominated by others at an LTEN member company. LTEN Board Members are not eligible for this award.	\$0
Partnership	Recognizes suppliers for their work, either via whole or partially outsourced services, content development and delivery or training, in support of an organization's learning and development function in the past year.	Providers can self-nominate or be nominated by LTEN member company.	\$295



EVALUATION CONSIDERATIONS FOR PROVIDERS:

Provider – Innovation

1. How many employees / clients / learners were targeted with this program?
2. Please summarize the initiative in less than 100 words (your elevator pitch). Stress the innovative aspect of the initiative and how that innovation was designed and delivered.
3. What business problem or need existed for which this practice was designed and implemented? Explain the problem/need and how it was identified.
4. Describe how the design decision for this practice was reached. This is not a process-only focused question. Innovative practices, processes or technologies should be addressed, if applicable.
5. What special challenges or stumbling blocks were encountered? How were those innovatively addressed to strengthen the learning?
6. How is the practice evaluated, and how often? How will you measure and ensure learning transfer? Describe the elements/steps/process (NOT RESULTS) of the evaluation strategy. (500 words)
7. What business impact were achieved through this practice's implementation? Describe the short and long-term business impact of the practice and the evidence to support this impact. (500 words max) Include cost savings, if applicable, and impact on organizational strategy, including individual and organizational performance.
8. How has the innovative nature of this initiative improved or enhanced learning transfer, learner engagement performance or commitment? Please provide concrete examples. (500 words max)

Provider - Learning Content

1. How many employees / clients / learners were targeted with this program?
2. Please summarize the initiative in less than 100 words (your elevator pitch).
3. What business problem or need existed for which this practice was designed and implemented? Explain the problem/need and how it was identified.
4. Describe how the design decision for this practice was reached. This is not a process-only focused question. Innovative practices, processes or technologies should be addressed if applicable.
5. What special challenges or stumbling blocks were encountered? How were those addressed to strengthen the learning?
6. How is this practice evaluated and how often? How will you measure and ensure learning transfer? Describe the elements / steps / process (NOT RESULTS) of the evaluation strategy.
7. What business impact were achieved through this practice's implementation? Describe the short-and long-term practice and the evidence you have to support this impact. (500 words max) Include cost savings, if applicable, and impact on organizational strategy, including individual and organizational performance.
8. How did the learner behavior change as a result of this initiative? What performance improvements resulted from the training and how do these behaviors contribute to the organization's goals? Please provide concrete examples of bus. (500 words max)

Provider - Member of the Year

1. Summarize the nominee's qualifications for this award, in less than 100 words (your elevator pitch)
2. Please describe nominee's service to LTEN. (Please be specific as possible and include examples)
3. How has the nominee contributed to the broader Life Sciences industries?
4. How has the nominee's volunteer work benefitted and/or inspired others?



Provider – Partnership

1. How many employees / clients / learners were targeted with this program?
2. Please summarize the initiative in less than 100 words (your elevator pitch).
3. What business problem, need or opportunity existed for which a partnership approach was designed and implemented? Explain the problem/need and how it was identified.
4. Describe how a partnership solution was determined, decided and implemented to address the situation described above. (For example, include information on needs assessments, innovative practices or processes, technology used, etc.)
5. What special challenges or stumbling blocks were encountered? How were those addressed as partners to strengthen the learning?
6. How did the training solution consider the best interests of the learners, all organizations, all partners, clients and anyone inside or outside the organizations affected by the solution?
7. What results have been determined to date? How has the partnership approach contributed to those results? (Please be specific on business impact achieved, performance improvements, participant behaviors, etc.)
8. What lessons have been learned for future partnership?
9. Did you work with a supporting partner you wish to recognize on a second award? If so, please enter the one name and company below. (Only one supporting partner may be recognized per submission. If you would like more than two awards they are available at cost through LTEN.)