



# Excellence Awards 2023

The AITD Excellence Awards are back for 2023. We can't wait to see the projects you've been working on.

The AITD Excellence Awards recognise outstanding achievements in learning and development, setting new benchmarks for our members, recognising, rewarding and sharing quality and innovation across the learning and development spectrum.

Competition is high and the judging process is rigorous to ensure only the best submissions walk away with an award.

Will you be joining the illustrious ranks of AITD Excellence Awards winners in 2023?

## BEST BLENDED LEARNING SOLUTION

This award is presented to an organisation who can demonstrate excellence and impact by utilising a combination of learning delivery mechanisms, methodologies and modes in a new or existing learning initiative.

The entry should focus on how the combination of delivery mechanisms, methodologies and modes has been applied to improve the quality of outcomes for learners or improve the overall effectiveness of the learning initiative, rather than the actual mechanisms themselves.

## BEST USE OF GAMIFICATION OR SIMULATION FOR LEARNING

This award is presented to an organisation that has used gamification or simulation in a learning initiative to enhance learner experience and contribute to positive organisational performance.

The entry should demonstrate how gamification or simulation have been used in a learning program to support individual or organisational learning objectives. While innovation in the design and implementation of the gamification or simulation is essential, it is crucial to demonstrate that the gamification or simulation supports learning and is linked to a defined business need.

## BEST LEADERSHIP DEVELOPMENT PROGRAM

This award is presented to an organisation that has implemented a leadership development program to enhance individual or team performance and contribute to positive organisational performance.

The entry should demonstrate the development processes, methodologies and modes of the program and how they contribute to the overall measures of success. The program must demonstrate the direct, measurable impact on individual and organisational performance.

## BEST USE OF TECHNOLOGY FOR LEARNING

This award is presented to an organisation that has utilised learning technologies in a workplace learning initiative to enhance learner experience and contribute to positive organisational performance.

The entry should demonstrate how technology has been used in a learning initiative to support individual or organisational learning objectives. Examples of technology for learning may include, but is not limited to, hosted learning management systems (LMS), eLearning, mLearning, podcasts and chatbots.

## BEST CAPABILITY BUILDING PROGRAM

This award is presented to an organisation that has implemented a capability building program to enhance individual or team performance and contribute to overall positive organisational performance.

The entry should demonstrate how the capability building program has impacted individual, team and organisational performance. Capability building programs may take various forms including, but not limited to, coaching and mentoring programs, career development, talent acquisition, succession management or performance management.

## BEST DIVERSITY AND INCLUSION PROGRAM

This award is presented to an organisation that demonstrates success in implementing a workplace strategy to improve diversity and engender an inclusive culture which contributes to the organisational vision and outcomes.

The entry should demonstrate the processes, methodologies and learning experiences of the diversity and inclusion program and how they contribute to the overall measures of success.

## BEST LEARNING CULTURE IN AN ORGANISATION

This award is presented to an organisation that has implemented a culture of learning in a workplace to enhance organisational performance and support employee learning.

The entry should demonstrate how the initiative has integrated learning into multiple aspects of the organisation – and how this is linked to business strategy and is delivering measurable outcomes for both the learners and the organisation. The submission should also show innovation in the design and implementation of the learning culture.

## BEST ONBOARDING OR INDUCTION PROGRAM

This award is presented to an organisation that demonstrates best practices for onboarding new employees into the organisation.

The entry should demonstrate how the program equips participants to be job-ready. Factors such as innovation, time to readiness and cost effectiveness will also be considered. The submission must include examples of the process, tools and technology used to make onboarding effective.

## DR ALASTAIR RYLATT AWARD FOR L&D PROFESSIONAL OF THE YEAR

This award is presented to an individual AITD member who has made a significant contribution to the learning and development industry over the last 18 months by demonstrating consistently high-quality leadership and sharing skills and knowledge across the wider community.





## FAQS

### Who can apply?

Anyone can apply but at least one of the project contributors must be a current AITD member (either an individual member or a person specifically named on a corporate membership).

### Is my learning program eligible?

The work associated with the submission must have been substantially designed within or for Asia Pacific and must have been completed within the last three years. If you are submitting a program that was designed for a third party, the user or client must give authorisation for the program to be entered in the awards.

### When is the deadline?

Submissions for the awards will close at 5pm AEST on Wednesday 31 May 2023. This deadline is final and no extensions will be given.

### How much does it cost to enter?

The entry fee is \$300 per submission. Upon submission, you will be invoiced for the application fee. Payment can be made by credit card or bank transfer and must be received within 7 days.

It is free to enter the Dr Alastair Rylatt Award for L&D Professional of the Year category.

## TOP TIPS

- Do not leave the application to the last minute as it will take time to familiarise yourself with the system and complete your submission.
- Focus on the specific award criteria as this is what the judges will be assessing. If you haven't answered this fully and succinctly, it won't matter how many eye-catching attachments you have added.
- Allow plenty of time to re-read your entry, spell check, double check the attachments and ensure you are submitting in the right category. Judges are always more receptive to well-written entries.
- Video summaries will not be viewed by judges so don't delay in submitting your entry if you're waiting for a video. Videos can be submitted after the deadline to be used in the awards ceremony and for promotional purposes.
- If you have just launched your program, it may be better to wait and submit your entry next year when you have had time to measure the impact.

**Got a question or not sure about something?**  
Just contact our friendly events team at [events@aitd.com.au](mailto:events@aitd.com.au).



## SPECIFIC AWARD CRITERIA

If you want to be a finalist in the 2023 AITD Excellence Awards, you need to have an innovative, learner-focused, strategically aligned learning initiative. The judges will assess your entry on the five criteria below, so you need to be able to succinctly explain the end-to-end rationale of your program.

### BUSINESS NEEDS

What was the impetus for this learning initiative? This sets the context for the judges. Ask yourself if there is evidence of a tangible need? For example, there may have been a stakeholder survey, research or a consultation process which demonstrates the need for this initiative.

### STRATEGIC ALIGNMENT

Explain the alignment between this learning initiative and your business strategy. The judges will want you to support this with evidence of alignment to, and integration with, organisational strategy, business goals, individual development or other strategy.

### DESIGN

How does the design of the learning initiative support individual learning objectives and organisational strategy? The judges are looking for you to explain specifically why you chose to design your learning initiative in the way that you did. Were there any design considerations, constraints, innovations or limitations?

### DELIVERY

Explain how the learning initiative was delivered to meet participant and organisational needs. The judges are keen to understand why you chose to deliver your training in the way that you did. Provide evidence of how the delivery of the learning is accessible and engaging.

### MEASURABLE IMPACT

You will need to explain how the impact was evaluated, what metrics were chosen and why, as well as detailing any unexpected findings. You should be able to demonstrate an understanding of different evaluation methodologies and a conscious decision about how and what to evaluate. Attach evidence such as stakeholder surveys, feedback, evaluation reports and return on investment.



## HOW TO APPLY

- 01** Go to [aitd.awardsplatform.com](https://aitd.awardsplatform.com) and set up an account.
- 02** Start a new entry. Select your category, name your submission and begin completing your application.
- 03** Save your work as you go – you can go back and update as required.
- 04** Upload attachments (evidence to support your application).
- 05** Once you have completed your entry, you can copy it to enter the same project in another category.
- 06** Download a PDF of your entry to keep for your records.
- 07** Submit your application by 5pm AEST on Wednesday 31 May 2023.
- 08** Pay the entry fee within 7 days of receiving the invoice.