

15th Anniversary CNY BEST Talent Development Awards

■ BY CNY ATD

The winners of the 15th Anniversary CNY BEST Talent Development Awards were announced at CNY

CNY BEST

ATD's CNY BEST Talent Development Awards Ceremony on Thursday, Nov. 3, 2022, at the DoubleTree by Hilton Hotel Syracuse, near Carrier Circle in DeWitt.

CNY ATD annually presents the CNY BEST Talent Development Awards to recognize excellence in talent development in the Central New York area.

Organizations that link talent development to the strategic growth or success of organizations and individuals are honored in this award program.

Nominations for this year's CNY BEST Talent Development Awards represented a wide range of organizations and included: CenterState CEO; CNY SHRM; Emergent; JMA Wireless; National Grid; Oswego County Federal Credit Union; Perspective Mentoring; Syracuse University Martin J. Whitman School of Management; and TDO - Train, Develop, Optimize.

A panel of local and national judges representing the profession and community evaluated the nominations. They appraised the quality of talent-development practices, practice results and impacts, and demonstrations of how the practices linked to the strategic growth or success of organizations and individuals. Here are the winners.

CNY BEST Talent Development For Profit Organization Award

JMA Wireless was recognized with the CNY BEST Talent Development For Profit Organization Award for linking talent development to the organization's strategic growth or success with its Summer Internship Experience.

The JMA Internship Experience was a formal program specifically designed to meet the organization's greatest talent needs. The overall program included a strategic-needs analysis to define the needs, targeted recruiting efforts to identify the best talent, the execution of an engaging and impactful program to build relationships with the students, which ultimately delivered significant results. With the program only concluding a few weeks ago and many of the students going back to their required course work, JMA has secured agreement from 70 percent of the intern cohort to continue their employment with JMA in the future.

CNY BEST Talent Development Not for Profit Organization Award

Syracuse University Martin J. Whitman School of Management was honored with the CNY BEST Talent Development Not for Profit Organization Award for linking talent development to the organization's strategic growth or success with its WSM Help Case Management Training.

The purpose of developing the WSM Help Case Management Training came from the need to establish a consistent onboarding and training process for the student workers. As a part of the onboarding training, student workers will be able to view, read, and understand help desk tickets in Salesforce. The students will be able to identify the problem and be able to either close the case (ticket) or be able to transfer the help ticket to the appropriate ITS consultant who can resolve and close the case (ticket). The students will complete this unit as part of their larger onboarding and training sessions. Up until this point, there was no formal training established, which had led to inconsistencies in knowledge at best, and at worst, the student worker had no knowledge and was not working effectively in the department as a result.

CNY BEST Talent Development Consultant Award

TDO - Train, Develop, Optimize was presented with the CNY BEST Talent Development Consultant Award for linking talent development to a client's or clients' strategic growth or success with its Toyota Kata - Sustaining Change and Relationships Program.

Toyota Kata gives a powerful way to push back against the backslide. Toyota Kata is becoming TDO's dominant framework for client engagements. It allows us a method to engage that greatly aids in the sustainment of change by educating and empowering clients to bring forth the change they need in their organization in a systemic and thoughtful way without requiring TDO's ongoing assistance. Further, the nature of the coaching process and the type of relationship it tends to form, has been reliably getting the organization closer to the coveted trusted-advisor status.

The goal of committing to Toyota Kata as a framework for client engagements was to implement a generalizable methodology that would help to consistently drive TDO's values. Specifically, the organization wanted to ensure that: 1. The changes it would help drive inside organizations would be sustainable, 2. Its engagements helped to drive ongoing client relationships as their trusted advisor.

CNY BEST Showcasing Talent Development Practices

Showcase

In recognition of the 15th Anniversary of the CNY BEST Talent Development Program, CNY ATD initiated a new Showcasing of Talent Development Practices initiative to continue sharing and celebrating diverse talent-development practices that have been implemented and are contributing to the success of organizations in the community.

Organizations that were showcased this year include: Advance Local/Advance Media New York; Cliff's Local Market; Colgate University; Community Bank, N.A.; Corning Incorporated; El Tigi Consulting; KPH Healthcare Services, Inc.; Merit Apprenticeship Alliance, Inc.; Northland Communications; NYSERNet;

OneGroup; Oneida Nation Enterprises; Rapid Response Monitoring; Suburban Propane; Vinciguerra Consulting Group; and VIP Structures.

In addition to recognizing excellence in talent-development practices, CNY ATD members were acknowledged for national and local recognitions, and CNY ATD Scholarship Recipients were announced.

CNY ATD 50th Anniversary Recognition

CNY ATD acknowledged its 50th Anniversary highlighting various 50th Anniversary milestone celebration activities held throughout the year. CNY ATD is proud of its 50 years of connecting, supporting, advocating, and recognizing the talent-development profession and its professionals in the Central New York area.

CNY ATD Member Recognitions

CNY ATD Member Nonprofit Award

Mark Britz was identified as a Nonprofit Board Leadership and Development Award winner. Britz was nominated by CNY ATD for the Nonprofit Award recognition for his significant contribution to CNY ATD as a board leader over many years.



Britz

ATD (Association for Talent Development) Recognition

Julie Billings, CNY ATD managing director, was selected by ATD to be a speaker at the 2022 ATD Leaders Conference (ALC). ALC strives to provide ATD chapter leadership volunteers a means to network with fellow chapter leaders, share best practices for running an ATD chapter, and learn about new resources to support their chapter.



Billings

CNY ATD Scholarship Awards

Hemalathaa Yuvaraja was awarded the CNY ATD Jubilee Talent Development Scholarship. Hemalathaa is a candidate in the Syracuse University Instructional Design, Development and Evaluation doctoral program. Tara Bymaster, Oswego County Opportunities; Stephanie D'Amico, Alzheimer's Association; and Loren Ulrich, Vera House, were awarded CNY ATD Train-the-Trainer Scholarships to attend the nationally recognized CNY ATD Train-the-Trainer Program.



Yuvaraja



Bymaster



D'Amico



Ulrich

CNY ATD Jubilee Talent Development Scholarship was awarded in celebration of CNY ATD's 50th Anniversary. The CNY ATD Train-the-Trainer Scholarships provide financial assistance for nonprofit organizations looking to develop their staff or volunteers who educate an audience.

CNY atd Scholarship

Keynote Speaker

The keynote speaker for the CNY BEST Talent Development Awards Ceremony was J. Ryan McMahon, II, Onondaga County Executive.



McMahon

Sponsors

CNY ATD thanks the following sponsors for their support of the CNY BEST Talent Development Program: TDO - Train, Develop, Optimize; CNY Business Journal; Visual Technologies; National Grid; Community Bank, N.A.; CNY SHRM; CR Fletcher Associates, Inc.; Emergent; LHCM Solutions; and OneGroup.



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