



15th Anniversary CNY BEST *Talent Development* Awards

The winners of the 15th Anniversary **CNY BEST *Talent Development* Awards** were announced at CNY ATD's CNY BEST *Talent Development* Awards Ceremony on Thursday, November 3, 2022 at the DoubleTree by Hilton Hotel Syracuse.

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 recognized as CNY's BEST in Talent Development.

Nominations for this year's CNY BEST *Talent Development* Awards represent a wide-range of organizations and include: 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.

Nominations were evaluated by a panel of local and national judges representing the profession and community. They evaluated 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. The distinguished panel of judges for the 2022 CNY BEST *Talent Development* Awards included: James Branche, PHR, United Radio, CNY SHRM Vice President; Rochelle Cassella, Sisters of St Francis of the Neumann Communities; Jeff Gribble, OakLeaf Group; Stephanie Hubka, CPTD, Protos Learning, ATD National Advisor for Chapters; David Langevin, LHCM Solutions; Jessica Mastrobattista, CNY ESS; Heather McCoy, 315 Designs LLC; Cindy Oehmigen, MACNY, The Manufacturers Association; Caprice Reader, SPHR SHRM-SCP, GTM

CNY BEST <i>Talent Development</i> For Profit Organization Award



JMA Wireless was recognized with the CNY BEST *Talent Development* For Profit Organization Award for linking talent development to their 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% 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 student 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 therefore not working effectively in the department.

CNY BEST *Talent Development* Consultant Award



TDO – Train, Develop, Optimize was presented with CNY BEST *Talent Development* Consultant Award for linking talent development to a client's or clients' strategic growth or success with its Toyota Kata 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 our 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 us 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 our values. Specifically, we wanted to ensure that: 1. The changes we would help drive inside organizations would be sustainable, 2. Our engagements helped to drive an ongoing client relationship as their Trusted Advisor.

CNY BEST Showcasing Talent Development Practices



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

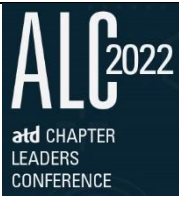
CNY ATD Member Recognitions

CNY ATD Member Nonprofit Award



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

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.

CNY ATD Scholarship Awards



(Hemalathaa Yuvaraja, Tara Bymaster, Stephanie D'Amico, Loren Ulrich, respectively)

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.

CNY ATD established the CNY ATD Scholarship Program to encourage and support professional development and continuing education in the field of talent development. The 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.

Keynote Speaker



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

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.

For questions regarding this announcement, please contact info@cnyatd.org or 315.546.2783.

About CNY BEST *Talent Development* Program

CNY ATD annually recognizes excellence in talent development in the CNY area with the **CNY BEST *Talent Development*** Program. Organizations, consultants and individuals/teams who have made an impact on the success of the organizations and communities they serve are recognized as CNY's BEST in Talent Development. Nominated practices represent a diverse variety of talent development topics and techniques. A panel of local and national judges representing the talent development profession and community evaluate the nominations for quality of talent development practices, practice results and impacts, and demonstrations of how the practices linked to the strategic growth or success of the organization and individuals. CNY ATD has been nationally recognized for this innovative CNY BEST Program which “creates awareness in the community about talent development and its importance to

organizational success, while creating involvement by organizations in the community through recognition of excellence in talent development practices”. CNY ATD is celebrating the 15th Anniversary **CNY BEST *Talent Development*** Program in 2022.

About the CNY ATD Scholarship Program

CNY ATD established the CNY ATD Scholarship Program to encourage and support professional development and continuing education in the field of talent development. Since its inception in 2011, the CNY ATD Scholarship Program has awarded over \$17,500 in monetary assistance to industry professionals and students pursuing various talent development programs. CNY ATD has been nationally recognized for its CNY ATD Scholarship Program which “addresses a need in the local community for financial support for talent development professionals to pursue professional development and continuing education.”

The 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.

About CNY ATD

CNY ATD is the local affiliate chapter of Association for Talent Development (ATD). Celebrating its 50th Anniversary, CNY ATD has been connecting talent development professionals throughout the region and contributing to the growth and recognition of the profession. Currently, CNY ATD has over 120 members from various businesses covering the central part of New York State from the North Country to the Southern Tier and from the Seneca-Cayuga Corridor to the Mohawk Valley. CNY ATD is proud to have received numerous national and local recognitions, including 22 ATD recognitions over the past 16 years.

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