



## **Talent Development**

### **Judges' Criteria**

*The following outlines the criteria used by judges when reviewing CNY BEST applications*

#### **Overall – What's the Story?**

- Is the story clear, concise and complete?
- Does it describe the lifecycle of the practice?
- Does it provide evidence to support statements?
- Does it demonstrate impact?
- Does it show the link of talent development to organization's strategic growth?

*If the application asks for testimonial letters:*

- Does the application include testimonial letters?
- Do the letters indicate impact of talent development?

#### **Criteria Evaluated**

##### **Needs assessment: Why was the practice initiated?**

- Does the application discuss why the practice was initiated?
- Does the application describe the analysis of desire or problem, and assessment of practice need?

##### **Design, development and implementation of practice**

- Does the application discuss the design of the practice?
- Does the application document the development of the practice?
- Does the application explain the implementation of the practice?
- Does the application review talent development recipients?

##### **Evaluation strategy: Impact, outcome, results**

- Does the application outline the goals for the practice?
- Does the application describe the evaluation approach?
- Does the application review the impact, outcome and results?
- Does the application note any lessons learned and future plans based on evaluation?

##### **Link between talent development and organization's strategic goals**

- Does the application highlight the organization goals that practice is to impact?
- Does the application show the link of practice to organization's goals?

##### **Told their story!**

- Does the application successfully tell the story?