



**Institute for
Learning &
Performance**

Asia Pacific

2021 Awards Guides

Learning Impact Awards

The highest recognition for
learning and development
professionals across Asia Pacific

Nominations Close
30th July 2021
ilpasiapacific.com/awards



**Strength,
Confidence &
Credibility**

Table of Contents

About The Awards	3
Award Categories	4
Timelines	5
Entry Submissions	6
Award Nomination Process	7
Learning Professional Of The Year	10
L&D Rising Star	11
Learning Consultant Of The Year	12
Learning Provider of the Year	13
L&D Team Excellence Award	14
Learning Solution of the Year – Internal	16
Learning Solution of the Year - External	17
Onboarding Solution Of The Year	18
Diversity & Inclusion Learning Initiative	19
Lifetime Achievement Award	20



INTRODUCING THE ASIA PACIFIC LEARNING IMPACT AWARDS

Now more than ever in this rapidly changing and competitive market, organisations are realising the importance of the of L&D role and how it plays a significant role in helping them achieve their strategic goals and enhance organisational performance.

The Institute for Learning & Performance would like to acknowledge the learning and professionals who are achieving great results through their learning initiatives and making a positive impact for their organisations or clients.

We launched the Asia Pacific Learning Impact Awards (APIAs) in 2008, to celebrate these achievements and recognise the individuals and teams who have made a significant impact to the learning and development industry.

Each award is independently judged by a panel of industry leaders. Submissions are assessed for:

- Collaboration
- Analysis
- Innovation
- Learning Impact
- Sustainability

The panel and I look forward to reviewing your submissions in 2021.

Best of luck,



Kerry Brocks
CEO & Founder,
Asia Pacific Institute of Learning & Performance



**Institute for
Learning &
Performance**
Asia Pacific

NOW IS YOUR TIME TO SHINE

The Asia Pacific Learning Impact Awards are open to all learning and development professionals and team.

In 2021, we have eleven award categories, recognising the changing learning environment in which learning professionals are operating.

Award Categories

1. Learning Professional of the Year
2. L&D Rising Star
3. Learning Consultant of the Year
4. Learning Provider of the Year
5. L&D Team Excellence Award
6. Learning Solution of the Year – Internal
7. Learning Solution of the Year – External
8. Onboarding Solution of the Year
9. Diversity & Inclusion Learning Initiative
10. Lifetime Achiever Award

Your nomination for one or more APLIAs is a demonstration of your commitment to excellence in learning and development.



**Institute for
Learning &
Performance**
Asia Pacific

Timelines

Share your achievement and you could be the named as one of our Learning Impact Award winners.

Date	Action
Monday, 3 rd May	Submissions Open
Friday 30 th July	Submissions Close
Wednesday 18 th August	Judging Complete
Monday 30 th August	Finalists Advised
Wednesday 29 th September	Winners announced
Friday 2 nd October	Public Announcements



**Institute for
Learning &
Performance**
Asia Pacific

ENTRY SUBMISSIONS

The submission process is straightforward and easy.

Entering the Asia Pacific Institute for Learning & Performance gives you the chance to:

- Review the results you have achieved and be immensely proud.
- Showcase the quality of your learning and development initiatives.
- Give your organisation or business credibility and a broader profile.

Entry Checklist

- Your application addresses the criteria for the award.
- The application is lodged on or before the due date.
- Your application may be supported with further evidence, e.g. testimonials, sample of your initiative, statistics etc.

Entry Costs

ILP Members

No Cost

Non-members & Guests

\$137 (includes a six-month ILP Professional Membership)



**Institute for
Learning &
Performance**

Asia Pacific

AWARD NOMINATION PROCESS

Once you have selected the award/s you wish to apply or nominate someone for, the nomination process is simple.

- Step 1.** Complete the [online nomination form](#) with your details.
- Step 2.** Prepare your award submission, including any supporting documentation, ensuring you address the selection criteria
- Step 3.** Email your nomination to admin@ilpasiapacific.com.
Please title your email “APLIA Nomination: [Name of the Award], [your name]”

Things to consider when submitting your application:

ILP and non-ILP members are welcome to submit award applications.

We invite you to review the award description and criteria carefully before applying. There may be more than one award which may suit your needs. If suitable, you can apply for several awards.

When providing your submission/s, be sure to address the award’s specific criteria for each submission.

If you are unsure or unclear as to which award would best suit you or your organisation, please contact us at admin@ilpasiapacific.com and we will assist you.

Word limits do not include supporting materials.

Applications are to be provided as PDFs.

All submissions are treated as confidential.

Applications close Friday 30th July 2021

Finalists and nominees will be advised by Monday 30th August 2021



**Institute for
Learning &
Performance**
Asia Pacific



Awards & Submission Criteria

LEARNING PROFESSIONAL OF THE YEAR

Awarded to an individual (employed or contractor) who has shown outstanding skill, professionalism and exceptional results through their learning initiatives. Judges are looking for an exceptional individual who has demonstrated their commitment to learning and development, is innovative in their approaches (design and/or delivery), and continually exceeds stakeholders' expectations, and is passionate in helping achieve real impact from their learning initiatives.

SUBMISSIONS REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview of the nominee's role and achievements the nominee has been able to achieve with the learning and development initiatives over the last 12 months. (Maximum 300 words)

Description

The focus of this award is on the nominee's professionalism, their quality of delivery and meeting stakeholders' expectations and what differentiates their performance from other L&D professionals.

Nominations must include evidence of the nominee's subject matter expertise and their design and/or delivery of learning initiatives (with a focus on innovative and learner-led methodologies). Explain why the nominee should be recognised as the Learning Professional of the Year. Their contribution to the L&D community will also be taken into consideration. (Maximum 300 words)

Impact

Provide an overview of the key outcomes (including the impact on both their learners and organisation/client) that the nominee has achieved over the past year through their L&D initiatives. Include how they have met or exceeded their stakeholder expectations and any influence they have had on peers. (Maximum 700 words).

Interview

If the nominee is shortlisted, they (or who nominated them) will be interviewed by the judges to explore more about their role and contributions.



**Institute for
Learning &
Performance**
Asia Pacific

L&D RISING STAR

The L&D Rising Star Award is awarded to an individual who has demonstrated exceptional potential and is making a significant impact within their organisation or with clients. Nominees must have three or less years of experience in the learning and development industry.

Judges are looking for someone who shows passion and innovation and stands out amongst their peers. Submissions can be nominated by a third party.

SUBMISSION REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide a description of your or the nominee's role and what differentiates them from others with similar experience. (Maximum 300 words)

Description

Describe the key learning and development initiatives you (or the nominee) have been involved in. How have you demonstrated innovation with your learning designs and/or delivery, ongoing self-improvement and managed the expectations of learners and stakeholders. (Maximum 300 words)

Impact

Provide an overview of your (or the nominee's) achievements over the past 12 months, including how you have exceeded the expectations of learners and stakeholders. Please provide examples of results or successes they have achieved. (Maximum 500 words).

Interview

If the nominee is shortlisted, the person who nominated them may be interviewed by the judges to explore more about their role and contributions.



LEARNING CONSULTANT OF THE YEAR

Awarded to an individual consultant (employed or contractor) who has shown outstanding skill, professionalism and exceptional results through their consulting skills. Judges are looking for an exceptional individual who can demonstrate how they have used initiative and work through challenging issues to support their client's or organisation's learning and development strategy.

Judges are looking for someone who is commitment to learning and development, is innovative in their approaches (design and/or delivery), and continually exceeds stakeholders' expectations, and is passionate in helping achieve real impact from their consultancy strategies. The nominee can self-nominate or can be nominated by a third party.

SUBMISSIONS REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview of the nominee's role and their achievements that have achieved successful outcomes for the organisation. (Maximum 300 words)

Description

The focus of this award is on the nominee's professionalism, how they have met stakeholders' expectations and how they have gained trust by providing information and advice in a professional and creditable manner.

Nominations must include evidence of their consulting approach and how this has contributed to the organisation's success of their learning and development strategy and initiatives. (Maximum 300 words)

Impact

Provide an overview of the key outcomes that the nominee has achieved over the past year through their consulting. Include how they have met or exceeded their stakeholder expectations and any influence they have had on the learning and development outcomes. (Maximum 700 words).

Interview

If the nominee is shortlisted and has self-nominated, judges may need to interview their client or organisation representative to explore more about their role and contributions.



**Institute for
Learning &
Performance**
Asia Pacific

LEARNING PROVIDER OF THE YEAR

Awarded to an individual or organisation delivering learning initiatives to external clients, who demonstrate innovation, reliability and the impact provided from their initiatives.

Judges will be looking for the value and support the learning provider has offered their client/s, the solutions they have delivered and the impact to the client's business.

SUBMISSION REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview of the services and value that you as a learning provider offer, and what makes you deserve being recognised as Learning Provider of the Year. (Maximum 300 words)

Description

The focus of this award is how you have demonstrated innovation, and continual positive impacts from your L&D initiatives. Judges will be seeking evidence of what sets you as a learning provider apart from others and evidence of your service and value to clients, your leaning solutions, and support provided to the learners and organisation/s throughout the learning process. Client references will also be needed to support this nomination. (Maximum 500 words)

Impact

Provide an overview of the key outcomes and direct results your initiatives (both short and long term) for the learners and client organisations. Include why you believe your services and solutions for clients puts you ahead of your industry peers and competitors. (Maximum 300 words)



**Institute for
Learning &
Performance**
Asia Pacific

L&D TEAM EXCELLENCE AWARD

Awarded to a learning and development team within an organisation (private or public sector) who provide outstanding learning and development services and results for their organisation.

Judges will be looking for high quality service, the team's impact on their organisation's goals, and innovative learning initiatives that provide real value and sustainable results.

SUBMISSIONS REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview of how your team has contributed to the goals of the organisation, the learning culture, and why you believe the team is showcasing excellent learning practices. (Maximum 300 words)

Description

Describe how the nominated team identifies learning needs, how and what solutions were developed, the service delivery, stakeholder engagement, and influence their learning solutions have had on the learning culture and their organisation. (Maximum 500 words)

Impact

Provide evidence of how the team's practices and have impacted their organisation. Include results to the learners and the organisation, their key achievements over the last 12 months and why you believe the nominated team is delivering excellent learning practices. (Maximum 300 words)



**Institute for
Learning &
Performance**

Asia Pacific



Ideas

Vision



Innovation

es!

DO

creative
concept

LEARNING SOLUTION AWARDS – INTERNAL

Learning Solution Award (Internal) is for individuals or organisations that have delivered a major learning initiative or program that has achieved exceptional results for their organisation. The judges will be looking for significant performance improvements and contributions that made the solution successful.

SUBMISSION REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview of the stakeholders' requirements and expectations, and the solution that was identified by the nominee. (Maximum 300 words)

Description

Describe how the learning needs were identified, how you engaged your stakeholders, how the entire learning process was managed, the support provided to ensure successful implementation, and why this solution provided value to the organisation and how it exceeded expectations. (Maximum 500 words)

Impact

Provide evidence of the key success measures, the learner and business impact over time, and feedback from stakeholders. (Maximum 400 words)



**Institute for
Learning &
Performance**

Asia Pacific

LEARNING SOLUTION AWARDS – EXTERNAL

The Learning Solution Award (External) for individuals or organisations that have delivered a major learning initiative or program that has achieved exceptional results for their client/s. The judges will be looking for significant performance improvements and contributions that made the solution successful.

SUBMISSION REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview of the stakeholders' requirements and expectations, and the solution that was identified by the nominee. (Maximum 300 words)

Description

Describe how the learning needs were identified, how you engaged your stakeholders, how the entire learning process was managed, the support provided to ensure successful implementation, and why this solution provided value to the organisation and how it exceeded expectations. (Maximum 500 words)

Impact

Provide evidence of the key success measures, the learner and business impact over time, and feedback from stakeholders. (Maximum 400 words)



ONBOARDING SOLUTION OF THE YEAR

This Award is for organisations or consultants who have designed and delivered an innovative and effective orientation program or initiative.

Judges will be looking for an innovative approach to onboarding employees that is cost effective and has a positive business impact and delivers clear results.

SUBMISSION REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview of the structure and goals of the onboarding initiative and why you believe it is an innovative approach. (Maximum 300 words)

Description

Describe how this new initiative differs from how employees were previously onboarded and the difference it has made to the employees and the organisation. Explain the process of how the program was implemented, and how the stakeholders were involved, and why the solution is an improved and more cost-effective approach. (Maximum 500 words)

Impact

Provided detail of the real impact of the initiative in terms of production time, employee satisfaction and meeting stakeholders' expectations. Include metrics or data analysis to show the outcomes. (Maximum 300 words)



**Institute for
Learning &
Performance**
Asia Pacific

DIVERSITY & INCLUSION LEARNING INITIATIVE

This award will recognise an individual or organisation leading the way in developing a diverse and inclusive learning initiative through their programs and practices.

SUBMISSION REQUIREMENTS

The judges will review each nomination based on the following areas:

Overview

Please provide an overview and goals of your diversity and inclusion initiative and why you believe it is an innovative approach. (Maximum 300 words)

Description

Describe the process and practices of your diversity and inclusion program. initiative and how it supports a culture of inclusion. (Maximum 700 words)

Impact

Provided detail of the real impact of the initiative in terms of how it contributed to the organisation's goals, outcomes, and success measures. (Maximum 300 words)



**Institute for
Learning &
Performance**

Asia Pacific

ILP LIFETIME ACHIEVEMENT AWARD

The APILP Lifetime Achievement Award will be awarded to an outstanding L&D professional who has made significant contributions to both their stakeholders and the L&D profession. The recipient will be innovative in their approach, a thought leader, and respected by the L&D community.

We are looking for someone who has demonstrated their passion and vision for learning, created real impact and has made significant contributions to our industry. They are the role model and inspiration to anyone in learning and development.

Judges will be looking for someone who made significant contributions to the learning and development industry. The nominee must be nominated by a third party.

SUBMISSION REQUIREMENTS

Please provide an outline of why you believe the person being nominated deserves to be recognised for their achievements, and the contributions they have made to the L&D profession. Include references from clients or stakeholders, and L&D peers. (Maximum 500 words)



**Institute for
Learning &
Performance**
Asia Pacific





**Institute for
Learning &
Performance**

Asia Pacific

Phone 1300 768 660

Email admin@ilpasiapacific.com

17 Gould Rd, Herston, QLD 4006

PO Box 330, Greenslopes QLD 4120

www.ilpasiapacific.com

Advance your career.
Build your business.

Harness the power of
Learning & Development.