

# TTI, Inc. Receives an ASTD Excellence in Practice Citation

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The American Society of Training and Development, ASTD, has awarded TTI, Inc. an ASTD Excellence in Practice Citation for the recent submission of its entry, A Strategic Closed-Loop HRD System.

TTI's V.P. of Human Resource Development, Laurie Kane-Sellers, Ph.D. & SPHR, said the practice that TTI submitted is based on a program to identify the skills and competencies for various professional jobs within the organization. The practice goes on to match external candidates or develop internal employees to maximize their job effectiveness and professional growth.

The competency models used in this process are the foundation of the closed loop system used in the hiring, employee development, performance management, and succession planning processes within the organization. Kane-Sellers commented on winning the award, "TTI recognizes that PEOPLE are the key to our success. We are pleased and honored to be recognized with a citation for our first submission to ASTD's Excellence in Practice Award. Recognition from this highly esteemed organization for a practice that helps TTI select and retain the best employees reinforces the value of the practice."

This year, 132 entries were submitted to ASTD. From these entries, 17 practices were selected to receive awards and 48 were chosen for citations. According to the ASTD, citations are presented for practices in the early stage of implementation that are still collecting metrics for which to fully measure return on investment.

The ASTD board of directors will honor the winners at an awards ceremony to be held later this year in Washington, D.C.



