

Nomination: 6009

Eric Kauffman

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Anthesis

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Eric Kauffman

Category

C01 - C16 Individual > C12 - Learning or Training Professional of the Year

Individual Submission Format

Written Answers

a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required

Eric started his career in engineering, working directly with clients, but quickly found his passion in the L&D world, helping internal colleagues. It began when he became a mentor for several junior engineers and found that he was always leaning in to help others in their career journey. This led to an opportunity to join a technical training team where Eric collaborated with others to deliver a variety of training programs. His enthusiasm to grow the skillsets of others was recognized with a promising career leap to take on L&D management in a new industry. After several years of partnering with one business unit, he was given the chance to expand his reach to the entire organization. As the head of the company's L&D team he implemented successful programs across the business. Seeking a new opportunity to grow, Eric joined his current employer, Anthesis, where there were high expectations in a business that was preparing to scale up massively. Since joining the company about 1.5 years ago, Eric has gained the trust of colleagues from new joiners to established leaders and has since been promoted in recognition of his initiative in pursuing new opportunities for expanding L&D in the business.

b. Outline the nominee's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

Since joining Anthesis, Eric worked through an ambitious list of accomplishments, all done as a team of one. The most impactful was the selection and implementation of a new Learning Management System (LMS). Eric had to engage a range of stakeholders, manage their sometimes-conflicting interests, and make an effective case for what would be a considerable expenditure on an unknown product. After gaining approval for the platform, Eric led on developing the suite of training materials that would be used to populate a library of training resources, managed all the technical configurations in the system, and partnered with the vendor for successful change management. In the timeframe for this nomination, Eric has developed or improved 85+ courses, and at least 92% of staff have completed at least one course.

Equally ambitious was his design of a new onboarding journey for new joiners to the business. Please reference B24 Stevie Award nomination #5526 for details about the onboarding program.

Another accomplishment is the development of a project management training program and competency framework. Eric developed this into a 6-part training series that covers key concepts, guidance, and how-to instructions for building consistency and efficacy in the Anthesis approach to project management. Originally developed for the North America business, this curriculum has now been rolled out across global teams.

Finally, he developed a program for line managers blending live and recorded trainings to establish consistency in a high-value standard of line management.

Please reference our attached materials for additional examples of accomplishments.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

The position of L&D manager was a new role for the global business, and Eric was able to pilot the role and the program via his position in the North American region, to be a model for the global business. Even with high expectations from various stakeholders, the general view was that it would take a while to realize the value of the position. As we knew from Anthesis employees who joined from other competitor companies including WSP, BCG, and PwC among others, our peer companies in this industry already offered established and mature learning programs, whereas Anthesis knew what was needed but had no formal training programs at the time. Within the 1.5 years since joining, Eric has taken the North America region of Anthesis from immature organizational learning and initial thinking to repeatable successes, defined learning processes, and has been measuring the impact of each program that gets rolled out. The sheer quantity of accomplishments, without compromising quality, in the time Eric has been at Anthesis speaks for how significant and unique his performance in his role has been. Stakeholders throughout the business, regionally and globally, have commended Eric for his work, leading to several internal awards: the global Anthesis Spirit award for LMS selection and implementation, the global Anthesis Spirit award for creating a new GHG training with the GHG team, and the regional Extra Mile award for outstanding contribution to the NA business.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

The first attachment includes more details of the key accomplishments that Eric had.

The second attachment titled "Feedback Framework for Project Team Members" shows some of the outputs from the work to build a culture of feedback. It includes the Anthesis framework for individuals to take responsibility for asking for feedback. Additionally, it provides numerous examples of feedback in various formats and how employees should document it.

The third attachment titled "Line Manager Quick Reference Guide" was built by Eric, in partnership with the HR Manager, to ensure all line managers had something concrete to reflect back on after the training program was over.

Webpage Link

<https://www.linkedin.com/in/erickauffmann/> (<https://www.linkedin.com/in/erickauffmann/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.greatplacetowork.com/certified-company/7037181#:~:text=96%25%20of%20employees%20at%20Anthesis,a%20typical%20U.S.%2Dbased%20company.&text=Source%3A%20Great%20Place%20to%20Work%20C2%AE%202021%20Global%20Employee%20Engagement%20Study.&text=Management%20trusts%20people%20to%20do,without%20watching%20over%20their%20shoulders.> (<https://www.greatplacetowork.com/certified-company/7037181#:~:text=96%25%20of%20employees%20at%20Anthesis,a%20typical%20U.S.%2Dbased%20company.&text=Source%3A%20Great%20Place%20to%20Work%20C2%AE%202021%20Global%20Employee%20Engagement%20Study.&text=Management%20trusts%20people%20to%20do,without%20watching%20over%20their%20shoulders.>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

https://www.glassdoor.com/Overview/Working-at-Anthesis-Consulting-Group-EI_IE853594.11,36.htm (https://www.glassdoor.com/Overview/Working-at-Anthesis-Consulting-Group-EI_IE853594.11,36.htm)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

https://www.anthesisgroup.com/wp-content/uploads/2021/12/Anthesis-Spirit_ENGLISH-Edit-for-website-December-2021.pdf (https://www.anthesisgroup.com/wp-content/uploads/2021/12/Anthesis-Spirit_ENGLISH-Edit-for-website-December-2021.pdf)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/14552/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkiJjoxNDU1MiwYiWxsb3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9XvML4Eg8RZQgjFKpy5YH0mzKe9o?C12%20-%20Learning%20Professional%20of%20the%20Year%20-%20Supplemental%20Material.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/14553/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkiJjoxNDU1MiwYiWxsb3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9n-ikuatc7WjNI8Q0?Feedback%20Framework%20for%20Project%20Team%20Members.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/14554/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkiJjoxNDU1NCwiWxsb3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9HOkPjnHzkKpGJSHDbOGi7aNmmDdfb1onlj9uyIOU?Line%20Manager%20Quick%20Reference%20Guide.pdf>)

Would you like to add an additional supporting document?

No

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