

A Recipe for World-Class Employee Development



Companies like Maersk Line, Hilton Worldwide, MillerCoors, ITU AbsorbTech, Consumers Energy, and Cerner Corporation all have something in common. Besides claiming a spot in the Association for Talent Development's honored 2016 BEST Award top 10 list, they, along with 26 other top companies also share other similar traits. Offering excellent development is not an accident. It is a recipe for success.



"These 36 companies set a high standard for the talent development profession. They are solving business challenges through talent development practices, and they are doing it in innovative ways," said Tony Bingham, ATD President, and CEO. "Leaders in these organizations understand the strategic role learning has, and they are committed to investing in the growth and development of their people."

Maersk Line's Recipe

- Leadership's communication and implementation of vision and strategy.
- Business-specific and professional development training resources, including classroom instruction, self-study programs, peer training and Web-based training.
- Supportive management that provides regular feedback, coaching, and appraisals of job performance, giving employees the opportunity to improve and excel.
- A performance-based culture ensures a level of accountability for employees as they progress toward specific goals and rewards.
- Clear career paths with opportunities to move into new positions every 2-3 years

