



ACADEMY OF HUMAN RESOURCE DEVELOPMENT
Program Excellence Network (PEN)

INAUGURAL COMPETITION · FEBRUARY 10, 2027

The AHRD Case Study Competition

A signature stage for the next generation of HRD scholars and practitioners.

Presented by Dr. Sanghamitra (Sonai) Chaudhuri & Dr. Kathy Yeager

On behalf of the Program Excellence Network (PEN) Leadership Rep.

Dr. Cynthia Sims, Dr. Kathy Yeager, Dr. Sonai Chaudhuri, & Dr. John Turner



THE OPPORTUNITY

A new arena for HRD's brightest minds

Graduate teams analyze a real-world HRD case, develop evidence-based recommendations, and present to a panel of distinguished judges — live at the AHRD Annual Conference.

The case is drawn directly from the *Case Studies in HRD* series (Crocco, Bierema, Tkachenko, Ghosh, & Chaudhuri) — grounding the experience in the Academy's own scholarly agenda.

AT A GLANCE

When	February 10, 2027 · AHRD Annual Conference
Who	Graduate teams — up to 5 students each
Case	From the Case Studies in HRD series
Format	Written analysis + live presentation & Q&A



WHY IT MATTERS

Why your team should compete



Applied learning

A high-quality experience that mirrors real HRD practice — beyond the classroom.



Community

Build collegial networks and friendships across HRD graduate programs nationwide.



Visibility

Present on a national stage and add a standout line to every résumé and CV.



Scholarship

Elevate case-based pedagogy and connect your work to the field's leading research.



COMPETITION DESIGN

How it works — two phases

1

PHASE 1 · PRE-CONFERENCE

Prepare

Case released **November 1, 2026**

Written analysis ($\leq 2,000$ words) + presentation deck (≤ 15 slides)

Submitted by

December 31, 2026

2

PHASE 2 · AT THE CONFERENCE

Present

Live presentations **February 10, 2027**

15-minute presentation + 10-minute Q&A with the panel

Three judges from the Academy.



WHO CAN COMPETE

Eligibility criteria

1

PEN member university

To take part, your university must be a member of the Program Excellence Network (PEN).

2

Conference registration

All participants must be registered for the AHRD Annual Conference to compete.

3

Team size

A team may have no more than five (5) members.

4

Multiple teams welcome

A single university may enter more than one participating team.



EVALUATION

How teams are judged

SCORING RUBRIC

Theory & evidence	25
Analysis & problem identification	25
Feasibility & creativity of recommendations	20
Clarity & professionalism of presentation	20
Q&A / critical thinking	10



MARK YOUR CALENDAR

Key dates

1

SEP 2026

Call for Participation
issued

2

OCT 31

University registration
deadline

3

NOV 1

Case released to teams

4

DEC 31

Written analysis + deck
due

5

FEB 10, 2027

Live presentations &
winners



RECOGNITION

Recognition & rewards

1st

First Place

Certificates for all members + an invitation to present a summary in a PEN-hosted webinar.

2nd

Second Place

Certificates for all team members, plus recognition at the conference.

3rd

Third Place

Certificates for all team members, plus recognition at the conference.

Every participating team receives certificates of participation for all members — everyone leaves recognized.



ACADEMY OF HUMAN RESOURCE DEVELOPMENT
Program Excellence Network (PEN)

GET YOUR TEAM READY

Ready to put your team on the stage?

1

Confirm your university's PEN membership

2

Register your students for the Annual Conference

3

Watch for the Call for Participation in September 2026

Questions? Reach out to the PEN Leads.

Dr. Sanghamitra (Sonai) Chaudhuri & Dr. Kathy Yeager · On behalf of the Program Excellence Network (PEN)

Email: schaudhuri@temple.edu