Program Area: Talent Management

Category: Best High Potential Development

The category **Best High Potential Development** is for a written description of a workplace strategy to measure, manage, and improve the selection and development of high-potential employees.

Training, learning, talent, HR, or other related department can enter either alone or together with a helping organization (such as a vendor aka solution provider, or consultant). Helping organizations cannot enter alone.

Instructions:

1. You must use this Word document for your submission.
2. Type your submission description into the appropriate sections of this document.
3. Do not change the formatting or font – Calibri body 12 (size, color, or type).
4. Do not remove any sections of the application.
5. If any fields are not applicable, please leave them blank or write N/A.
6. Read the Judging Criteria below. The judges will evaluate your submission according to these criteria.
7. Write in paragraph form and check the spelling.
8. Write using the third person. Do not use “we, our, us,” etc.
9. Avoid “marketing” languages; focus on details and outcomes.
10. Include images, charts, and graphs in this document form; please do not include separate documents. Please insert these items within the context of your responses. These items may also be added to the end of the document in an appendix if necessary.
11. If applicable, you may provide supporting reports, videos, and course links. Please provide proper access information to courses and details for special instructions. If providing passwords to courses or videos, ensure they are valid for one year or more and can be easily accessed by the web. Do not include any links or embedded links within this form. Provide all links, URLs, and User access information in your online application for submission. Make sure access is available to reviewers for at least one year.
12. When completed using the same font size, this document should be approximately (15-20 written pages), font size Calibri 12, not including instructions, questions, or graphics. If you have additional supporting information, you may include it within the appropriate sections of this entry form or in an appendix at the end of the document.
13. Within the online application, if you have selected “Yes” to granting Brandon Hall Group publishing permission of your entry, but there are parts of your application you wish not to have published, please indicate by **highlighting those details within this form in red,** so they are omitted from publishing.
14. Save as a **Word Document** with a new file name. Example: Company Name\_Category\_Short Title
15. Sign up or log in to the HCM Excellence Awards portal: <https://excellenceawards.brandonhall.com/hcm/>. Upload your completed entry form, complete the online application, and provide all supporting links and URLs. Check to make sure you have completed your online application and payment.

**Please direct any questions to:** [**awards@brandonhall.com**](mailto:awards@brandonhall.com)**. Do not send any applications via email, but only through the award application site.**

|  |  |
| --- | --- |
| **Judging Criteria: The judges will evaluate your entry on a scale of 1-6 on each of these criteria below.** | |
| 1. **I**dentification | The organization’s high-potential development strategy is rooted in a clear process and criteria for identification of high-potentials. The identification and selection process is shared broadly throughout the organization and all employees understand the requirements for consideration of inclusion in high-potential development. |
| 1. **Preparation and Expectations** | There is a clear identification and selection process and criteria in place, the organization and high-potentials clearly understand the high-potential development process, e.g., over what time it stretches, and what successful completion of it means. |
| 1. **Participation** | High-potential development is a combined responsibility between executives and other business leaders, HR, and the high-potentials. Development means targeted programs or solutions, job rotations and/or special assignments that likely mean lateral or even downward short-term or temporary assignments to build and master required experiences. Development is based on the high-potential’s strengths and regular check-ins between the high-potential and his leaders occur to ensure expectations and development progress stay on track. |
| 1. **Transition** | As high potentials complete the targeted development and transition into their new role, the organization is providing appropriate transition support (continued development, coaching, mentoring, support tools, time with senior leaders, etc.) to prevent derailment, and/or mitigate it quickly if it does occur. |
| 1. **Impact** | The organization is measuring the business impact of the high-potential development experience to monetize its investment in the development versus the accelerated contribution of the newly placed high-potential. |

Entry Overview:

***Please make sure all information matches the online application.***

Entry Information

|  |  |
| --- | --- |
| **Entry Title** | (Insert text here) |
| Name of Entering Organization | (Insert text here) |
| \*Name of Helping Organization (Vendor)  if submitted jointly: | (Insert text here) |
| \*OPTIONAL PR | (Insert text here) |
| Date | (Insert text here) |
| Brief Description of Entry (2-3 Sentences) | (Insert text here) |

Company Background (of entering organization, not the solution provider)

Insert company logo here

Use the grid below to give information about the organization, size and scope, and industries served.

|  |  |
| --- | --- |
| **Company-at-a-Glance** | |
| Headquarters | (Insert text here) |
| Year Founded | (Insert text here) |
| Revenue | (Insert text here) |
| Employees | (Insert text here) |
| Global Scale (Regions that you operate in or provide services to) | (Insert text here) |
| Customers/Output, etc. (Key customers and services offered) | (Insert text here) |
| Industry | (Insert text here) |
| Stock Symbol | (Insert text here) |
| Website | (Insert text here) |

\*Optional: Company Background (of solution provider if submitted jointly)

Insert company logo here:

Use the grid below to give information about the organization, size and scope, and industries served.

|  |  |
| --- | --- |
| **Company-at-a-Glance** | |
| Headquarters | (Insert text here) |
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| Revenue | (Insert text here) |
| Employees | (Insert text here) |
| Global Scale (Regions that you operate in or provide services to) | (Insert text here) |
| Customers/Output, etc. (Key customers and services offered) | (Insert text here) |
| Industry | (Insert text here) |
| Stock Symbol | (Insert text here) |
| Website | (Insert text here) |

Budget and Timeframe

Please fill out the following grid with your best ability. You may offer an estimate or range for each. If this information is confidential or not applicable, enter N/A. Your entry will not be judged based on this information, however this offers the judges a greater understanding of your entry, complexity, and/or maturity.

|  |  |
| --- | --- |
| **Budget and Timeframe** | |
| Overall budget | (Insert text here) |
| Number of (HR, Learning, Talent) employees involved with the implementation? | (Insert text here) |
| Number of Operations or Subject Matter Expert employees involved with the implementation? | (insert text here) |
| Number of contractors involved with implementation | (insert text here) |
| Timeframe to implement | (insert text here) |
| Start date of the program | (insert text here) |

Entry Details:

Judging Criteria 1: Identification

Use this area to describe the business conditions and business needs that led your organization to develop your strategy to develop high potentials.

Details:

Overview

Use this area to discuss the high-potential development strategy at your organization. Describe the process and criteria for identifying High-Potentials. What goals did you establish and were they achieved?

Details:

Judging Criteria 2: Preparation and Expectations

Use this area to discuss the design and delivery of high-potential development program and how it aligns with your talent management strategy and talent processes. Describe expectations and length of the program. What does successful completion mean?

*Details:*

Judging Criteria 3: Participation

Use this area to describe who in the organization were involved in the program, what their roles were and how they helped the program to be successful.

*Details:*

Judging Criteria 4: Transition

Use this area to discuss the process the organization used to help high-potentials transition into their new roles. Did your organization provide the appropriate transition support (continued development, coaching, mentoring, support tools, time with senior leaders, etc.)?

*Details:*

Judging Criteria 5: Impact

Use this section to provide a summary of key findings. What lessons did you learn? What is next/future outlook?

Details: