Program Area: Talent Management

Category: Best Talent Management Leader

The category **Best Talent Management Leader**honors an inspiring individual for achievements in transforming talent programs. Achievements may include examples of leading programs across talent processes from performance management, engagement, improved talent mobility, leveraging AI and innovation, and more. The applicant demonstrates a vision to influence, develop connections, and leverage technology and data-driven insights to innovate as a leader in talent management.

Nominee Requirements:

• May be nominated by a senior management, peers, subordinates, or any appropriate colleague or team.

Submission Requirements:

• Complete the entry form.

• Submit a video (ranging from 45 seconds up to 3 minutes) explaining the key attributes of their achievements in leading and influencing succession talent management processes and systems.

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 unless they are submitting one of their employees or teams for an initiative.

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. **Strategic Contribution** | The talent management leader must align talent strategy and initiatives to business goals. They are visionary that sets progressive direction for talent management as a strategic business function. Future-ready - Anticipates skills needs and builds talent pipelines. |
| 1. **Innovative** | **The nominee should show examples of their ability to implement emerging technologies and tools to transform talent processes.** |
| 1. **Inspirational Leadership** | Motivates and develops the talent management team.  Employee Advocate - Champions diverse, inclusive, and ethical talent practices that support the workforce. Collaborative - Partners with business leaders and stakeholders on talent needs. |
| 1. **Results Focused** | Achieves measurable impact on talent metrics like retention, engagement, capability building.  Data-driven - Leverages workforce analytics and insights to inform talent decisions. |
| 1. **Overall - Video** | Overall, the video summarized how the nominee demonstrated a positive impact for Talent Management goals of the organization. |

Entry Overview:

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

Entry Information

|  |  |
| --- | --- |
| **Nominee (Leader)** | (Name – First, Last and Title) |
| Sponsor (Senior management leader, peer, or subordinate) | (Name – First, Last and Title) |
| 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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| Customers/Output, etc. (Key customers and services offered) | (Insert text here) |
| Industry | (Insert text here) |
| Stock Symbol | (Insert text here) |
| Website | (Insert text here) |

Entry Details:

Judging Criteria 1: Strategic Contribution

Provide Nominee Bio (Workplace experience, Education Background, Community Involvement)

Describe how the nominee aligned Talent Management initiatives with business goals and strategy to drive organizational success.

Details:

Judging Criteria 2: Innovative

Describe the nominee’s ability to **implement emerging technologies and tools to transform talent processes.** Provide examples of these abilities and initiatives.

Details:

Judging Criteria 3: Inspirational Leadership

Describe the nominee’s ability to motivate and develop the talent management team. Provide examples of how the leader is an employee advocate and forges partnerships with business leaders and stakeholders on talent needs.

Details:

Judging Criteria 4: Results Focused

Describe the quantifiable metrics showcasing the leader's achievements, such as improved succession planning, talent mobility, employee retention, engagement scores, reduced costs, etc.

Details:

Judging Criteria 5: Overall – Video

Overall

Use this section to provide the overall summary of how the nominee demonstrated a positive impact for the organization’s talent Management goals.

Details:

Video

Submit a video (ranging from 45 seconds up to 3 minutes) explaining the key attributes that showcase the values and behaviors of the leader.

\*Don’t include the link here – make sure to add the video link in your online application where you upload your entry form.