Program Area: Diversity, Equity & Inclusion

Category: Best Leadership Development for Racial/Ethnic Minorities

The category Best Leadership Development for Racial/Ethnic Minorities is for a written description of best practices in developing and delivering an effective leadership development program targeted specifically for racial and ethnic minorities. More specifically, the Best Advance in Leadership Development for Racial /Ethnic Minorities entry is for written descriptions of an organization's efforts to develop talented and high-potential individuals who have traditionally been under-represented in leadership. The goal is to develop a leadership group that is representative of the composition of the organization's workforce, community, and customer base.

Training, learning, talent, HR or other departments 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 – *Helvetica* 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 Helvetica 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. Overview and Business Objectives | This leadership development program is effectively aligned with the learning needs and business needs of the organization for the development of racial and ethnic minorities for leadership roles. |
| 1. Design and Delivery | The leadership development program supports the leadership development and diversity and inclusion goals of the organization and has specific objectives for learning and organizational outcomes. |
| 1. Adoption of the Program | The leadership development program was supported by organizational leaders and was well received by participants in the program. |
| 1. Measurable Benefits | The leadership development program achieved outcomes for the participants and the organization in ways that can be quantified using a variety of measurement techniques and principles. |
| 1. Overall | Overall, the leadership development program resulted in positioning more racial and ethnic minorities for leadership roles and help to advance the organization's diversity and inclusion goals. |

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) |
| 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) |

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: Overview and Business Objectives

Use this area to describe the business conditions and business needs that led your organization to develop a leadership development program targeted specifically for racial and ethnic minorities.

Details:

Use this area for a high-level description of your leadership development program for racial/ethnic minorities. What critical business needs does the program address? What goals did you establish and were they achieved?

Details:

Judging Criteria 2: Design and Delivery

Use this area to discuss the design and delivery of your leadership development program for racial/ethnic minorities.

Details:

Judging Criteria 3: Adoption of the Program

Use this area to discuss how the leadership development program for racial/ethnic minorities was supported by organizational leaders and how well it was received by participants.

Details:

Judging Criteria 4: Measurable Benefits

Use this area to discuss the measurable benefits of leadership development programs for racial/ethnic minorities. Describe the measurement framework and approach that you use. What was the program's impact on its diversity and inclusion business goals?

Details:

Judging Criteria 5: Overall

Use this section to provide a summary of the overall impact of your leadership development program for racial/ethnic minorities. What lessons did you learn? What are the next steps/future outlook?

Details: