Program Area: Diversity, Equity & Inclusion

Category: Best Mentoring Program to Develop Diverse Leaders

The category **Best Mentoring Program to Develop Diverse Leaders** is for a written description of a program or initiative specifically targeted to mentor high-potential individuals or current leaders from diverse groups that are traditionally under-represented in leadership. This can include formal mentoring programs or other efforts to share knowledge or use structured social learning that creates positive outcomes for diverse leader candidates and the organization.

Training, learning, talent, HR, or other related 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****. Do not send any applications via email, but only through the award application site.**

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| **Judging Criteria: The judges will evaluate your entry on a scale of 1-6 on each of these criteria below.** |
| 1. **Business Conditions and Business Needs**
 | The mentoring program is effectively aligned to diversity, equity, inclusion and belonging goals of the organization and its business objectives. |
| 1. **Design and Delivery**
 | The mentoring program supports the diversity, equity, inclusion and belonging goals for developing leaders from diverse groups that are traditional under-represented among the organization's leadership ranks. This can pertain to any level of leadership in the organization. |
| 1. **Adoption of the Program**
 | The mentoring program can be shown to be well received by participants. The mentoring program can be shown to have been supported by top leadership and demonstrate significant participation by leaders at various levels of the organization. |
| 1. **Measurable Benefits**
 | The mentoring program achieved measurable benefits and outcomes for the participants and organization. Specifically, mentoring participants have been promoted or are positioned for advancement after participating in the mentor program. |
| 1. **Overall**
 | Overall, the mentoring program had a positive impact for the participants and the diversity, equity, inclusion, belonging and business goals of the organization. |

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: Business Conditions and Business Needs

Use this area to describe the business conditions and business needs that led your organization to develop a mentoring program targeted specifically for diverse leaders.

Details:

Overview

*Use this area for a description of the mentoring program and how it aligned to the diversity, equity and inclusion goals of the organization and its business objectives.*

Details:

Judging Criteria 2: Design and Delivery

*Use this area to discuss the design and delivery of the mentoring program and how it supports the diversity, equity, inclusion and belonging goals for developing leaders from diverse groups.*

*Details:*

Judging Criteria 3: Adoption of the Program

*Use this area to discuss how the mentoring program was received by participants. What was the level of participation by leaders? How were mentees impacted by the program?*

*Details:*

Judging Criteria 4: Measurable Benefits

*Use this area to discuss the measurable benefits for the mentoring program. Specifically, how did the program impact the number of participants being promoted or positioned for advancement?*

*Details:*

Judging Criteria 5: Overall

*Use this section to provide a summary of the overall impact of the mentoring program on development of high-potential employees from diverse groups or current leaders from diverse groups. What lessons did you learn? What are the next steps/future outlook?*

Details: