Program Area: Leadership Development

Category: Rising Stars

Innovation and new ways of thinking begin at all levels of the organization. Millennials are already the largest segment of the workforce. By 2025, Millennials and Gen Z are projected to comprise more than 75% of the global workforce.

This group is talented and bright and is offering and contributing a fresh approach with new and creative ideas for Human Capital Management. Brandon Hall Group’s Excellence Awards Program is seeking written entries from organizations that have identified rising talents in their organization.

Nominee Requirements:

* Must be employed for at least one year at current organization.
* Must be sponsored by a Senior Management Leader.
* Initiative could be led by the individual or team.

Submit a project, driven or led by the nominee that demonstrates innovation and business impact in one or more of the following areas:

* Learning & Development
* Talent Management
* Leadership Development
* Talent Acquisition
* Diversity, Equity & Inclusion
* Human Resources
* Sales Performance
* Technology

Submission Requirements:

* Complete the entry form.
* Submit a video (ranging from about 45 seconds up to 3 minutes) from the nominee explaining the project.

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 – *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. **Innovation** | The nominee’s project was innovative and aligned effectively to the learning or talent needs and business/organization situation. |
| 1. **Design** | The design of the project started with a business/organizational goal and supports the organization’s business objectives effectively. |
| 1. **Delivery** | The delivery of the project is in a manner that positively influenced the organizational goals and talent results. |
| 1. **Measurable Benefits** | The project produced measurable benefits and outcomes. |
| 1. **Overall** | Overall, the project demonstrates a positive impact for the learning or talent goals of the organization. |

*Submitted by (Name – First, Last):*

*List all contacts involved in the initiative (if applicable):*

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: Innovation

What was innovative or unique about this program?

Details:

Overview

Use this area to discuss a high-level description of the program. Describe the business environment and culture. Provide individuals’ bios who are involved in the program. Past projects completed, passions, experience, and credentials may be listed.

Details:

Judging Criteria 2: Design

Use this area to discuss how the program was developed.

*Details:*

Judging Criteria 3: Delivery

Use this area to discuss how the program was delivered to its audience. Describe any challenges or obstacles that may have been encountered and how they were overcome. What was the process for addressing change management?

*Details:*

Judging Criteria 4: Measurable Benefits

Use this area to discuss the measurable benefits as seen by the organization.

*Details:*

Judging Criteria 5: Overall

Use this area to provide a summary of key findings. What lessons were learned? What is next/future outlook?

Details: