**Excellence in Action Awards Program**

**Category: Promotion and Succession**

Description: The category **Promotion and Succession** recognizes organizations for demonstrating exceptional commitment to developing future leaders, creating clear advancement pathways, and implementing innovative approaches to talent development and succession planning. This prestigious program celebrates organizations that excel in identifying, preparing, and advancing internal talent while ensuring organizational continuity and growth through strategic succession management.

**Submission Form**

**Company Information**

|  |  |
| --- | --- |
| Company Name |  |
| Year Founded |  |
| Industry |  |
| Number of Employees |  |
| Primary Headquarters |  |
| Website |  |

**Contact Information**

|  |  |
| --- | --- |
| Primary Contact Name |  |
| Title |  |
| Email Address |  |
| Telephone Number |  |

**Promotion and Succession Initiatives:** Please provide details of your approach to succession planning and internal mobility such as:

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| --- | --- |
| Succession planning process | Skills assessment |
| High-potential identification | Development plans |
| Leadership pipeline programs | Interim role opportunities |
| Career pathing | Cross-training programs |
| Internal job posting policy | Promotion criteria |

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| DETAILS:  |

**Measurable Impact:** Please provide details on the measurable impact that the above- described project / program / process has had within your organization on your employees, company culture, business initiatives and business objectives (up to 400 words):

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| DETAILS:  |

**Key Metrics:** Please provide details of relevant metrics for your project / program / process for the past 12 months, including the following:

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| Internal promotion rate:  |
| Internal vs. external hire ratio:  |
| High-potential retention rate:  |
| High-potential progression rate:  |
| Other metrics: |

**Employee Testimonials / Video Testimonials:** Please provide 2 to 3 employee testimonials, either written or video, that feature authentic employee statements outlining how your program / project / process has provided an enriched employee experience, aligned with business objectives and fostered a people-centric culture.

Each video should be 60 to 90 seconds in length and be in MP4 format. Each written testimonial should be 150 to 250 words.

Each testimonial, whether written or video, should include diverse perspectives, and highlight specific examples of successful programs, processes and/or projects. Please provide contact details for each person providing a testimonial / impact statement.

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| --- |
| Contact Information for Testimonial Video or Written Statement (Required): |
| Contact Information for Testimonial Video or Written Statement (Required): |
| Contact Information for Testimonial Video or Written Statement (Optional): |

**Organizational Impact Stories:** Share specific examples of how your program / project / process has positively impacted your organization.

Responses can be written (400 words or less) or video (60-90 seconds in length in MP4 format / 1080p preferred).

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| Impact Story (Video or Written)  |

**Awards & Recognition:** List any relevant workplace awards or recognition received in the past 3 years:

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