

TALENT TRAILBLAZERS

2023 Judging Instructions

ACCESSING AWARDS PLATFORM AND ASSIGNED SUBMISSIONS

To access the judging portal, please visit: <https://betterworkmedia.awardsplatform.com/> Use Chrome for best results.

1. Enter the email address award administrators have used to communicate with you.
2. Enter or create a password. If you have been a judge for the LearningElite or Learning in Practice awards, it will be the same as the password you used as a judge in the past.
3. In the Judge Portal you will see the award categories you have been assigned. Each judge has been assigned 2 categories.
4. In each nomination, you will be able to click through to see the Award Category Selection, Nomination Questions, Nominator Information and Nominee Information. At the bottom of the screen will be an Evaluation Form for you to fill out.

IMPORTANT INFORMATION

- Judging forms must be submitted by **Tuesday, December 5, 2023** at 11:59 pm CT.
- Judges should not score any entry presenting a conflict of interest, such as if the nominee is a current or former colleague or personal friend. In case of conflict, simply notify **Ave Rio** and recuse yourself from evaluating that entry. The score for that entry will be the average of the other judges.

EVALUATION CONSIDERATIONS

- In each Evaluation Form, you'll see three criteria for judging. Give each a rating of 0 to 7. (Note: 0 is the lowest score, 7 is the highest).
 - **Score of 6-7 (Breakthrough and/or Role Model):** For practitioners considered "breakthroughs" and/or "role models" for the talent industry. The challenge is considered to be extreme (across an entire industry) or global (large numbers of employees, many stakeholders, very difficult to accomplish), and the nominees have demonstrated role-model leadership.
 - **Score of 4-5 (Outstanding):** For practitioners who did an outstanding job, met or exceeded all of the criteria as described and accomplished all goals. The complexity was significant and/or the nominees demonstrated clear leadership.
 - **Score of 1-3 (Meets the criteria):** For practitioners whose initiatives met the criteria but did not or could not provide clear or reliable evidence to identify initiatives as breakthrough or outstanding.
 - **Score of 0 (Does not meet the criteria):** Did not meet the criteria established or failed to document how the criteria were met.

JUDGING CRITERIA

The scoring has been set up to be consistent across the award categories and judges will provide numerical scores for each of the following criteria:

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- **Leadership:** The degree to which the practitioner led the initiative, demonstrated by behaviors such as setting clear goals, providing guidance, coaching and support, working through obstacles and/or celebrating success.
- **Challenge:** The scope, difficulty and size of the initiative.
- **Award-specific criteria:** An evaluation of the nomination against the unique criterion for each award. See category criteria below for detailed descriptions.

AWARD-SPECIFIC CRITERIA: CATEGORIES

DEIB Trailblazers

For emerging leaders effectively demonstrating commitment and intentionality when it comes to diversity, equity, inclusion and belonging in their organization.

Performance Management Trailblazers

For emerging leaders who have developed innovative and effective programming around performance management in areas such as core competencies, behavioral assessments, performance reviews and more.

Technology Innovation Trailblazers

For emerging leaders who have delivered new and unique applications of emerging technology to facilitate employee connection and collaboration throughout the organization.

Talent Acquisition Trailblazers

For emerging leaders who have developed effective programs around employee recruitment, onboarding, retention or succession planning.

Culture Trailblazers

For emerging leaders helping to create a positive and healthy culture throughout their organization, through efforts such as diversity management and measurement, ensuring psychological safety, employee engagement, work/life balance, flexibility in hybrid/ remote working options, mental health support, employee benefits and more.

Assessment & Measurement Trailblazers

For emerging leaders who have implemented a significant measurement or evaluation program that has demonstrated exceptional business impact from their talent development programs. Potential results may include measures of employee retention, revenue growth, employee satisfaction or cost reduction, among others.

Trailblazer of the Year

For the emerging leader who is without peer in developing and executing talent development strategies, marshaling and managing resources and achieving measurable success. The

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Trailblazer of the Year award recognizes this high-potential leader for their body of work over the course of their career.

QUESTIONS? Contact Ave Rio at ave@betterworkmedia.com