



2019 LeadingAge Texas Awards Program ALL CATEGORIES & CRITERIA

Awards marked * indicate both individuals AND organizations/groups are eligible to be nominated.

AWARD OF HONOR

Individual

The Award of Honor, LeadingAge Texas's highest award is presented to one distinguished individual who has provided outstanding leadership in creating the future of Aging Services and reinforcing our fundamental values.

- The individual's imaginative leadership, exceptional service, and commitment to quality are advancing both the association and the aging services field.
- Nominee has accomplished significant goals over a substantial period of time.
- Nominee's cumulative, ongoing achievements, and positive impact on the field are notable and worthy of state recognition.

Eligibility:

- Individual whose organization is a LeadingAge Texas member are eligible for this award.
- Current LeadingAge Texas board members are not eligible for this award.

*Submit nominations to the LeadingAge national awards program in February 2019.

DIVERSITY *

Individual • Organization/Group

The Diversity Award recognizes an individual or organization that has effected positive change through a significant commitment to diversity and inclusion.

- The nominee demonstrates significant achievement in diversity and inclusion with respect to residents, the community, staff and/or in the development of future leaders.
- The contribution is noteworthy and innovative.
- The nominee can demonstrate positive change within the aging-services organization.

Eligibility:

- Member organizations or individuals whose organizations are LeadingAge Texas members are eligible for this award.

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DR. HERBERT SHORE OUTSTANDING MENTOR

Individual

The Dr. Herbert Shore Outstanding Mentor award recognizes an individual who has demonstrated outstanding abilities in one-on-one teaching and motivating while challenging and developing future leaders in the field of aging services. The award is named for the late Dr. Herbert Shore, a LeadingAge Texas and national founder, past president, Award of Honor recipient and well-known mentor.

- The nomination reflects that the mentor has engaged his or her protégé (s) in Aging Services and fostered their leadership development.
- The submission shows the extent of the nominee's impact as a mentor and is strengthened by testimonials from one or more protégés.
- The submission indicates accomplishments of the protégé (s) that have been influenced by the mentor.

Eligibility:

- Individuals whose organizations are LeadingAge Texas members are eligible for this award.

*Save your nomination to submit to the LeadingAge national awards program in February 2019.

EMERGING LEADER

Individual

The Emerging Leader Award is given to an individual at the early or mid-stage of his or her career who has demonstrated aptitude for and commitment to professional growth as a leader and who has assumed within the last five years expanded leadership responsibilities within the organization.

- Successful assumption of and demonstrated competence in an enlarging role within the organization.
- Aspiration to greater advancement and commitment to investment of time and energy in the acquisition of knowledge and experience in preparation for future leadership opportunities within the field of aging services.
- Demonstrated ability to articulate and inspire a shared vision, and to develop robust relationships within the organization.
- Outstanding commitment to and demonstration of the highest standards of professional conduct and practice.
- Willingness and ability to mentor other emerging professionals and to otherwise encourage the professional growth of others.

Eligibility:

- Employees at any organizational level within a LeadingAge Texas member community who have within the last five years accepted expanded leadership responsibilities either through promotion or through expansion of their roles within the organization.

The recipient of the Emerging Leader Award shall automatically be accepted as a fellow in the LeadingAge Texas Leadership Academy. Enrollment fees still apply.

EXCELLENCE IN ADVOCACY *

Individual • Organization/Group

The Excellence in Advocacy award recognizes an individual or organization for advocating for aging services at the local, state or national level.

- Nominee has advocated and actively encouraged others to advocate on aging-services issues with local, state or national policy makers and/or the media.
- Nominee has provided support and information on strategies that individuals can use to advocate for aging issues.
- Nominee has organized other persons or groups to advocate for positive change.

Eligibility:

- Member organizations or individuals whose organizations are LeadingAge Texas members are eligible for this award.

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EXCELLENCE IN COMMUNITY SERVICE

Organization/Group

The Excellence in Community Service Award recognizes the achievement of an organization that has demonstrated exceptional social accountability. It honors a commitment by volunteers, leadership, and staff to meet community needs as part of the organization's broader non-profit mission.

- Effective implementation of a program of outreach serving a meaningful and recognized need beyond the walls of the organization.
- A creative, innovative and effective approach to solving a recognized problem within the greater community.
- Cumulative impact on the community over a prolonged period of time reflecting a history of compassionate response to the needs of the community.
- Deliberate extension of the organizational mission as an outreach to underserved individuals or groups.
- An exceptional instance or a history of philanthropy targeted to underserved populations and/or a recognized community need.

Eligibility:

- Organizations who are LeadingAge Texas members are eligible for this award.

EXCELLENCE IN GOVERNANCE

Individual

The Excellence in Governance Award is given to voluntary leaders who have served with distinction on the governing board of a LeadingAge Texas member organization and thereby made an outstanding contribution to the well-being of seniors, to the employees who serve them, and to organization's nonprofit mission.

- A visionary leader who has, as a member of the governing board, advanced the mission of the member community.
- A significant contributor of time, effort, and expertise.
- Exceptional service beyond the call of duty.
- A history of personally significant financial contributions, or an exceptional act of philanthropy through which the mission of the organization has been advanced.
- Demonstrated expertise in and openness to best practices in nonprofit governance.
- Outstanding leadership in achieving specific goals and objectives of the member organization.

Eligibility:

- Past or present members of the governing board of a LeadingAge Texas member are eligible for this award.

EXCELLENCE IN LEADERSHIP

Individual

The Excellence in Leadership Award recognizes those individuals, regardless of their role within the organization, who demonstrate leadership within their team that is impactful, effective, motivational, and consistent.

- Individual has a history of exceptional leadership that has facilitated, encouraged, or motivated other employees to deliver expanded benefits to residents.
- Commitment to personal and professional development.
- Capacity to form harmonious and influential relationships with coworkers throughout the organization.
- Significant contribution to improving quality within the organization.
- Steadfast commitment "above and beyond the call of duty" to assist and encourage others.
- Distinguished record of service, dedication and caring; a leadership role model.
- A mentor known to share knowledge and experience generously for the purpose of motivating others to higher levels of performance.
- Willingness to go "above and beyond" the conventional parameters of an established role for the sake of helping and inspiring others.

Eligibility:

- This award is given to an employee from any organizational level within a LeadingAge Texas member community.

EXCELLENCE IN NOT-FOR-PROFIT LEADERSHIP

Organization/Group

The Excellence in Not-For-Profit Leadership award recognizes organizations that are models of excellence in not-for-profit leadership and exemplify to the highest degree the seven key attributes that, according to Johns Hopkins University research, characterize high-performing nonprofits and distinguish the sector from any other. The seven attributes are: Productive, Empowering, Effective, Enriching, Reliable, Responsive and Caring.*

- The nominated organization exemplifies not-for-profit leadership and the key attributes above to a degree worthy of state recognition.
- The nominee advances principles of responsible stewardship, financial integrity and philanthropy.
- The nominee engages in integrated strategic planning in collaboration with key stakeholders to ensure the organization's future success in meeting community needs.
- The nominee has fostered growth and change through understanding the aging-services environment.
- The nominee's accomplishments over time demonstrate significant contributions to the well-being of persons served.

*See [*What Do Nonprofits Stand For? Renewing the Nonprofit Value Commitment*](#) for John Hopkins' definitions of each of these attributes and ways high-performing nonprofits exhibit them.

Eligibility:

- Organizations who are LeadingAge Texas members are eligible for this award.

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EXCELLENCE IN RESEARCH AND EDUCATION

Individual • Organization/Group

The Excellence in Research and Education award recognizes an individual or organizations ongoing commitment to quality aging services through evidence-based research and dissemination of research findings through internal and external shared learning opportunities.

- Nominee demonstrates commitment to giving back to the field by sharing research findings and innovative practices with peers.
- Nominee creates opportunities for professionals and organizations to learn from one another.
- Nominee utilizes continuing education to encourage creativity and innovation in care and services.

Eligibility:

- Member organizations or individuals whose organizations are LeadingAge Texas members are eligible for this award.

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EXCELLENCE IN THE WORKPLACE

Organization/Group

The Excellence in the Workplace award recognizes organizations that demonstrate effectiveness in fostering and advancing a healthy workplace culture and an environment that promotes the recruitment, retention, and development of staff at all levels of the organization.

- Nominee demonstrates, in policy and practice, that investing in the staff and workplace environment are critical to the delivery of quality care, and services.
- Nominee demonstrates innovation in workforce development, policies, and practices.
- Nominee ensures that all levels of staff obtain training.
- Nominee values and promotes diversity in the workforce.
- Nominee regularly assesses staff satisfaction and acts on the results.
- Nominee shows noteworthy achievement in staff retention, as evidenced by longevity and professional growth of employees.

Eligibility:

- Organizations who are LeadingAge Texas members are eligible for this award.

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INSPIRATIONAL SENIOR TEXAN

Individual • Organization/Group *(Special category)*

The Inspirational Senior Texan award recognizes individual or groups of senior citizens who make outstanding contributions by going above and beyond, all while inspiring others with their actions.

- Nominee demonstrates exceptional commitment through volunteer service.
- Nominees' actions enhance and enrich the lives of others.
- The nominee promotes the mission and goals of the organization they serve.

Eligibility:

- Nominations may be a group or individual whose contributions enhance the mission of a LeadingAge Texas member and those they serve.
- Individual or group nominees should be a resident or resident group of a member community.

INNOVATION IN CARE AND SERVICES

Organization/Group

The Innovation in Care and Services award recognizes organizations for creating programs and services that are models of innovation and excellence and that contribute significantly to the quality of life of the individuals served.

- The nominee's philosophy and operations foster innovative thinking and openness to change.
- The nominee shows willingness to embrace new ideas, take risks and honestly test results.
- The nominee demonstrates an openness to collaboration and continuous learning
- The innovation has created a new reality and/or positive benefit for the organization and those it serves.

- The innovation has potential for application to the needs of other aging-services organizations.

Eligibility:

- Organizations who are LeadingAge Texas members are eligible for this award.

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PUBLIC TRUST*

Individual • Organization/Group

The Public Trust Award recognizes an individual or organization that has advanced public trust and confidence in aging services through public service, collaboration, media or other efforts to educate consumers and help them make informed choices.

- Nominee has furthered public understanding of the continuum of aging services and support for positive change.
- Nominee conveys information to consumers and/or policymakers about quality of care and quality of life in aging services.
- Nomination includes breadth and scope of public impact and community benefit.

Eligibility:

- Member organizations or individuals whose organizations are LeadingAge Texas members are eligible for this award.

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VOLUNTEER OF THE YEAR

Individual • Organization/Group

This award honors volunteers whose commitment and dedication enhance and enrich the quality of life for seniors and their communities.

- Nominee demonstrates exceptional commitment to older adults through volunteer service.
- Nominees' actions enhance and enrich the lives of seniors.
- The nominee promotes the mission and goals of the organization they serve.

Eligibility:

- Nominations may be a group or individual whose contributions enhance the mission of a LeadingAge Texas member and those they serve.
- Individual Nominees should not be a resident of a member community.
 - Submit resident submissions for the Inspirational Senior Texan Award.

SERVICE EXCELLENCE

Individual

The Service Excellence Award honors those individuals in direct service, who demonstrate extraordinary talent, expertise, and dedication in provision of exceptional service and life enrichment to residents.

- Consistent excellence over time in provision of a services that impacts the daily quality of life of residents.
- Willingness to exceed the boundaries of an established role in order to deliver the exceptional rather than the expected.
- Personal commitment above and beyond that which is normally expected to enrich life for others.
- Cultivation of relationships as an expression of personal caring.
- Demonstrated ability to exceed expectations while also working effectively and supportively as a member of a team.
- Exceptional commitment to resident-centered care and support for resident choice and autonomy.
- An extraordinary instance of rising to a particular challenge and doing so in a manner that reflects the highest ideals of service and caring.
- The ability to inspire others to higher levels of service excellence.

Eligibility:

- Non-managerial frontline, direct service employees of any department within a LeadingAge Texas member community