

Engaging Pittsburgh: Innovative People Practices Awards

Nomination Information Sheet



Welcome to **Engaging Pittsburgh: Innovative People Practices Awards** presented by the **Pittsburgh Human Resources Association**. The People Do Matter Awards, initiated in 2000, focused on recognizing innovative HR practices at organizations in Southwestern PA. In an effort to freshen up the program PHRA has designed a movement to motivate and inspire leadership in the Pittsburgh region to consider innovative people-centered work practices. The goal of the initiative is to learn from your colleagues and improve the daily work experience of our community members!

The categories below are intended to inspire and drive creativity when organizations are considering submitting a nomination. First, second and third place will be announced and celebrated at the **Awards Celebration on April 11th** at the **Omni William Penn**.

Nominations (in the below categories) will be accepted from October 1, 2018 – February 15, 2019.

Diversity and Inclusion | Learning and Development | Talent Recruitment & Retention

- **Diversity and Inclusion** *This award recognizes companies that respect and appreciate differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion creating diverse perspectives, work experiences, life styles and cultures.*
- **Learning and Development** *This award recognizes companies that go above and beyond to invest in their employees through in-house learning, continuing education programs, and new innovative learning practices.*
- **Talent Recruitment & Retention** *This award recognizes companies with cutting edge talent recruitment and candidate engagement programs, employee award/recognition/compensation/work-life balance programs.*

Leader of the Year

- **Leader of the Year** *This award recognizes leaders that demonstrate integrity, ingenuity, and creativity. (*To be nominated by employees/individual contributors)*

Team of the Year

- **Team of the Year** *This award recognizes teams that demonstrate integrity, ingenuity, and creativity. (*Entire team nominated by manager/leader)*

Nominations in the [Diversity and Inclusion | Learning and Development | Talent Recruitment & Retention](#) will address the following questions.

1. **Description:** Provide a description/synopsis of the initiative. No more than 250 words.
2. **Business Case:** How did you establish a business case for management approval of the initiative? No more than 500 words.
3. **Goals:** What were the goals of the initiative? No more than 750 words.
4. **Timeline:** What was the timeline and key activities of the initiative and where does the initiative currently stand? No more than 750 words.
5. **Metrics:** What metrics were used to measure the impact/results of the initiative?
6. **Lessons Learned:** What lessons have been learned? What would you do the same/differently?

Nominations in the [Leader of the Year](#) will address the following questions. [Required to address 3 of the following 6 questions.](#)

1. How has the nominee exhibited a **commitment to policies and practices** that support a quality work and learning environment?
2. Please illustrate how the nominee demonstrates **innovation and creativity** in providing opportunities to support **work life balance**.
3. How does the nominee foster a **supportive team environment**?
4. Please provide an example of the **nominee(s)' innovative and proactive leadership style**?
5. Describe how the nominee(s) demonstrates **exemplary relationship building** within the organization.
6. How has the nominee **intentionally built the culture** of your group or organization?

Nominations in the [Team of the Year](#) will address the following questions. [Required to address 3 of the following 6 questions.](#)

1. How has the team exhibited a **commitment to policies and practices** that support a quality work and learning environment?
2. Please illustrate how the team demonstrates **innovation and creativity** in providing opportunities to support work life balance.
3. How does the team foster a **supportive team environment**?
4. Cite examples of how the team demonstrates **behaviors that align with the organizations goals**.
5. Describe how the **organization has benefited from the or team's leadership**.
6. Clearly state how the **team demonstrates a commitment to leadership excellence**.

Engaging Pittsburgh nominations will be judged by a panel of regional experts and scored on three criteria: (1) **Contribution** to your organization's needs and strategic or tactical plan(s), (2) **Results** and (3) **Creativity**.

Awards Celebration: Finalists will be notified on or before **March 8, 2019**. Winning initiatives will be announced at the awards celebration on **April 11, 2019**.

Eligibility: To qualify, your company must be located in Southwestern Pennsylvania. Completed nominations are due by **February 15, 2019**.

Check out the [event website](#) for more important links, such as:

- More information on the award
- Registration for the Awards Celebration Event
- Sponsor Opportunities
- Past Honorees
- Engaging Pittsburgh Q&A
- Awards Celebration Event cancellation policy