

# Richmond SHRM 2018 Strategic Impact Award

**Submission Deadline: August 24, 2018**

Please email questions to [RSHRMstrategy@gmail.com](mailto:RSHRMstrategy@gmail.com)

Congratulations on being nominated for this year's Strategic Impact Award!

In order to be considered for this year's award, please complete the information and obtain the approval of a company executive using the form below. Once approval is received, please submit the information requested on page two and return to the email above prior to the application deadline.

## Information & Approval

Company Information		
Name:		
No. of years in business:	Co. Website:	# of FT employees:
HQ address:		
Executive Sponsorship/HR Information:		
Name/Title of Executive:	Email:	Phone:
Name/Title of HR Team Member:	Email:	Phone:
Size of the HR team (if applicable):		
Approvals:		
I confirm the accuracy of the information provided on this form and approve this application moving forward in the process for consideration:		
Signature of HR team member (if applicable):		Date:
Signature of executive sponsor:		Date:

Please review the application criteria on the next page and submit your results via the method outlined. If you have any questions about the process, please email the SIA Committee at [RSHRMstrategy@gmail.com](mailto:RSHRMstrategy@gmail.com). Congratulations again for being nominated and thank you for your participation in this process.

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## Application

Please describe in detail the employee-focused initiative your organization implemented in the last 24 months that created significant business improvement or success.

These strategies and initiatives must have measurable results, should demonstrate clear alignment with stated corporate goals and must have had a positive impact on business objectives.

Please include which of the following best practice or business management competencies you used or leveraged as part of the business improvement/success initiative (click [here](#) for more information on SHRM competencies):

- Communication
- Relationship Management
- Ethical Practices
- HR Expertise
- Business Acumen
- Critical Evaluation
- Global and Cultural Effectiveness
- Leadership and Navigation
- Consultation

Companies can submit this information in one of a variety of ways which could either be a written narrative (2-3 pages), a self-recorded video (5-10 minutes) or a multi-slide PowerPoint presentation (less than 20 slides). Items to be covered could include:

- A. Describe the need identified by the business that warranted a detailed strategy.
- B. Which SHRM Competency from the list above did you utilize in the strategy formulation?
- C. How did this initiative relate to and/or align with your company's business goals?
- D. What process did you use to create your strategy?
- E. How did you gain buy-in for the initiative?
- F. List the goal(s) of your strategic initiative, using quantifiable metrics where possible.
- G. Provide the quantitative and qualitative result(s)/impacts of your described initiatives.
- H. Describe any significant obstacles that you experienced which you overcame to complete the initiative.
- I. What ongoing quality checks have you instituted to ensure that the initiative continues to serve the organization well?
- J. What surprises or lessons learned did you identify in this process?