



# 2025 Governor's Outstanding Leadership Award Instructions and Timeline

## Background

The Governor's Outstanding Leadership Award recognizes leaders in state government who exemplify performance in what they accomplish, as well as how they have done it. In soliciting nominations, we seek candidates who have delivered measurable, significant, sustainable improvements and who model the values and behaviors integral to a performance-driven culture. The award continues a tradition in recognizing excellence in leadership.

## Timeline

April 28, 2025	Nominations Open
May 28, 2025	Nominations Submission Deadline
By July 2025	Agencies recognize their nominees
mid-July 2025	Selection Committee meets
September 2025	Winners Announced

## Criteria

This criterion relates to the business results obtained by the leader and how the leader organizes resources and leads staff to achieve goals. Successful candidates will be those who meet the following criteria as outlined:

- 1. Performance Results** – An effective leader is one who can clearly deliver results by inspiring others to do their best work. To be considered for an award, a candidate must have delivered significant, measurable, sustainable improvements in two or more of the following dimensions of a program or support service function:
  - Results for the public: quality, delivery time, cost
  - Organizational and employee performance: productivity, morale
  - Risk management: safety, cost-avoidance, compliance
  - Budgetary or fiscal
  - Pro-Equity
  - Anti-racism
- 2. [Leadership Competencies](#)** – Good managers set the example for others. To be considered for an award, a candidate must demonstrate or be focused on developing the statewide leadership competencies:

**Models and Champions our Culture and Values**  
**Develops People**  
**Fosters Learning**  
**Fosters Teamwork and Collaboration**  
**Makes Things Happen as a Public Servant**  
**Embraces and Embeds Inclusion in Decision-Making**

**Cultivates a Shared Strategic Vision**  
**Drives Results**  
**Builds Relationships**  
**Communicates Effectively**  
**Leads and Navigates Change**

## **Nomination Process**

- Submit nomination by using this link: [2025 Governor's Award for Leadership in Management Nomination Form](#) to Mark Metzger at [mark.metzger@ofm.wa.gov](mailto:mark.metzger@ofm.wa.gov) on or before **Wednesday, May 28, 2025**.
- It is requested that agencies recognize all their nominees by July.

## **Who is eligible?**

- Only individuals will be considered for this award. This award is not intended to recognize groups or teams.
- State employees of executive branch agencies, boards and commissions, state higher education, and statewide elected offices are currently eligible for nomination. State contractors, NPO, NGO, and private sector employee nominees will not be considered.
- Employees must be in good standing with no active investigations or pending corrective action to be eligible. Verification with HR through agency leadership is advisable prior to nomination. Selection Committee finalists will be verified with HR prior to being awarded.

## **Selection Process**

- There is one award, with multiple winners. Winners will be selected from across the spectrum of government services and programs, including technical, professional and support services, regional and headquarters, etc.
- The State Chief Human Resource Officer will Chair a Selection Committee, comprised of agency directors and Executive Staff from a cross-section of government functions, including service and regulatory missions, large and small agencies.
- Winners will be those who represent the cream of the crop of nominees, meeting the criteria outlined.
- Decision letters will be sent to agency directors for delivery to nominees and winners.

## **Award Ceremony**

The Governor will host the Recognition Event in September/October, which will be staged in a manner that is appropriate based on public health guidance.

**Staff Contact:** Mark Metzger | State HR, OFM | [mark.metzger@ofm.wa.gov](mailto:mark.metzger@ofm.wa.gov) | 360.890.5380