

2025 Governor's Outstanding Leadership Award



This form is to be used for making a nomination for an Outstanding Leadership Award based on an individual's **sustained leadership** using the following criteria:

- **Achieving results** – nominee cultivates a shared, strategic vision, drives results and makes things happen as a public servant.
- **Commitment to equity and inclusion** – nominee embraces and embeds inclusion in their decision-making while modeling and championing our culture and values.
- **Caring for and developing the people they work with** – nominee leads and navigates change, helps people develop, builds relationships and fosters learning.
- **Collaboration and teamwork** – nominee fosters teamwork and collaboration and communicates effectively.

Each nomination MUST be approved by the agency director or their designee, prior to submission.

NOMINATIONS ARE DUE WEDNESDAY, MAY 28, 2025.

Only Individuals will be considered, nominations for multiple people, or groups are not valid for this award and will be disregarded.

Only state employees of statewide elected officials, executive branch agencies, boards and commissions, and higher education institutions are eligible for nomination. State contractors, NPO, NGO and private sector employees will not be considered if nominated.

Judges will evaluate nominees on the above [Statewide Leadership Competencies](#). If you have any questions about or difficulties with the nomination form, please reach out to mark.metzger@ofm.wa.gov.

Nomination Guidelines

While filling out this form, you will be prompted to provide responses on the nominee's candidacy for the award. Please include an example and/or data supporting your response.

Although the form has no word limit, **the judges will only see the max words for each of your answers. Our system automatically shortens any responses longer than the max limit.**

This year we are continuing in our efforts to try and remove as much implicit bias as possible from the judging process. **Please fill out your nomination narrative without names and [using genderless pronouns](#).** Try to highlight the achievement or leadership of your nominee without any identifying information that might skew the judging process.

We will submit the narratives to the judges separate from the identities of both you and your nominee in hopes of creating a more equitable outcome. Please feel free to reach out to mark.metzger@ofm.wa.gov with any questions or concerns before you submit a nomination.

Nomination guidelines & agency approval attestation

I understand and agree to follow the above nomination guidelines, acknowledging that failure to do so will invalidate this nomination and attest that my organization's executive leader, or their designee, has approved this nomination.

Yes

No

1. Nominee's name:
2. Phonetic spelling of nominee's name:
3. Nominee's title:
4. Nominee's email:
5. Nominee's agency:
6. Nominee's division/section/unit/program:
7. Nominee's supervisor:
8. Individual making the nomination (list only one person as a POC for follow-up):
9. Email address:
10. Phone number:

11. Summarize the extent of the nominee's **sustained leadership**. Describe the tangible outcomes of the nominee's sustained leadership. How have they **achieved results**? Highlight the nominee's commitment to **equity and inclusion** and how it shows up in their work. Provide examples of how the nominee **shows care for their peers** and how they **foster and build relationships**. Provide examples of how the nominee models **effective communication** and explain how this helps **foster teamwork and collaboration**. (500 word limit):

12. Select area(s) of impact:

Results for the Public

Employee Performance

Pro-Equity

Anti-Racism

Organizational Development

Risk Management

Budgetary or Fiscal

13. Who does the area of impact affect?

Only their agency

Agency Customers

Enterprise-wide

General Public

14. Adversity not only builds character but also provides opportunities to achieve success on new levels. Describe any challenges the nominee has overcome. (100 word limit):

Additional Biographical Information

This information **will not be** included in the judging packets and may be used for public purposes if the nominee is selected as a recipient of this award. **Please use the nominee's name and pronouns here.**

15. Share a statement from one person who has been personally impacted by the nominee's award-worthy public service: (75 word limit)

16. Name and title of person quoted above:

17. Please include two or three biographical statements of general interests/hobbies or personal information that may be used for public purposes: (75 word limit)

**Forms must be submitted by Wednesday, May 28, 2025.
All nominations must be approved by your organization's executive leader, or their designee.**

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