

2026 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.
- **Customer Experience** - nominee designs and delivers person-centered services that improve access and experience, reduce barriers, and use feedback and data to continuously improve outcomes.

Each nomination MUST be approved by the agency director, organization's executive leader, or their designee, prior to submission.

NOMINATIONS ARE DUE FRIDAY, MAY 29, 2026.

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. Nominations of state contractors, NPO, NGO and private sector employees will be disregarded.

Judges will evaluate nominees on the above [Statewide Leadership Competencies](#) and Customer Experience based on [EO 25-06](#). If you have any questions about or difficulties with the nomination form, please reach out to mark.metzger@ofm.wa.gov.

Nomination Guidelines

Nomination narratives should provide specific examples, include quantifiable outcomes when possible, describe how results were achieved, show evidence of customer or stakeholder feedback, and maintain clarity and coherence. For resources that may be helpful in crafting your nomination please visit the [awards web page](#).

Although the form has no word limit, **the judges will only see the first 650 words of your narrative**. Our system automatically shortens any responses longer than 650 words.

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 form 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 in packets that have been de-identified in order to create 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 otherwise will invalidate this nomination and attest that my organization's executive leader, or their delegate, 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/organization
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 nominee's **sustained leadership**.

Describe the tangible outcomes of their leadership. How have they **achieved results** *while* prioritizing **customer experience**? Highlight the nominee's commitment to **person-centered design, 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**. (650 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
- Customer Experience

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, title, and organization 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 Friday, May 29, 2026.

All nominations must be verified by the agency director, organization's executive leader, or their designee.

If selected as a finalist for the award by the panel, there will be an HR review of the candidate's fitness for the award prior to being confirmed as an awardee.

Mark Metzger
State Human Resources | Office of Financial Management
mark.metzger@ofm.wa.gov | 360.890.5380