



2024 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 agency leadership prior to submission

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 first 300 words of each of your answers. Our system automatically shortens any responses longer than 300 words.**

This year we are continuing our efforts to 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.

To learn more about genderless pronouns, please see the [RAIN BRG's recommendations on pronouns](#).

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.

I understand and agreed to follow the nomination guidelines that are written above.

Yes

No

1. Nominee's Name
2. Nominee's Title
3. Nominee's Email
4. Nominee's Manager
5. Individual Making Nomination
6. Email
7. Phone Number
8. Summarize the extent of the nominee's sustained leadership. Provide a brief narrative that may be used for public purposes. (300 word limit)

9. Select area(s) of impact:

Results for the public Employee performance Pro-equity Anti-racism
Organizational development Risk Management Budgetary or Fiscal

10. Who does the area of impact affect?

Only their agency Agency Customers Enterprise-wide
General Public

11. What are the tangible outcomes in their area of impact? How does the nominee **achieve results**? (300 word limit)

Adversity not only builds character, but also provides opportunities to achieve success on new levels. Describe any challenges overcome. (300 word limit)

13. Briefly highlight how the nominee's **commitment to equity and inclusion** shows up in their work. (300 word limit)

14. How does the nominee show **care for their peers**? How does the nominee **foster and build relationships**? (300 word limit)

15. Under the nominee's leadership, please describe how their team has experienced growth. List individual promotions of former team members coached by this individual, how they've helped others learn new skills, or supported individuals taking on new challenges. (300 word limit)

16. How does the nominee model **effective communication**? Explain how this helps **foster teamwork and collaboration**? (300 word limit)

17. Share a statement from someone who has been impacted by this person's leadership: (75 word limit)

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

**Forms must be submitted by Monday, June 10, 2024.
All nominations MUST be approved by agency leadership.**

Mark Metzger

State Human Resources | Office of Financial Management

mark.metzger@ofm.wa.gov | 360.890.5380