

# ASHHRA HR Communication Award Nomination

## Purpose:

To recognize ASHHRA members who have professionally authored books, articles, or have created and delivered internal communications that demonstrate a contribution to the health care human resources profession.

Current ASHHRA Board members including the past president are not eligible for this nomination. One nominee will be chosen per year.



## Healthcare Business Knowledge

Knowing the "business" side of health care requires that HR Leaders shape strategies through seasoned judgment and visionary insight. As HR transitions to this new role, HR Leaders will be called upon to demonstrate healthcare business knowledge by:

- Understanding the delivery of health care from the perspective of consumers, employees, payers, physicians and regulators
- Supporting and exhibiting crossfunctional capabilities
- Applying best practices throughout the organization

#### **Community Citizenship**



By understanding the needs of different stakeholders and by being capable of responding to those needs, HR Leaders are invaluable resources for their organizations. They demonstrate **community citizenship** by:

- Building relationships with internal and external stakeholders by connecting community to business results
- Convening diverse groups to engage them in dialogue about the role of healthcare in the community
- Partnering with external communities to promote the development and growth of healthcare careers
- Personally participating in professional organizations, networks, and community boards



#### **HR Delivery**

The "new" expectations for HR delivery demand effective and high-quality programs and services through the utilization of measurement and analysis. HR delivers through:

- Systems and Services
- Transactional Work
- Technology Systems and Solutions
- Metrics and Benchmarking
- Compliance



### Personal Leadership

HR Leaders reflect **personal leadership** through integrity and courage when they:

- Champion the mission and vision of their organizations
- Display passionate dedication to the mission of healthcare, especially in the care of patients and families
- Inspire, influence and motivate others
- Build trust through collaboration and consultation with stakeholders within the organization
- Model transformational thinking and continuous improvement
- Focus on achieving exceptionally high standards and are accountable for results
- Demonstrate self-awareness and selfmotivation



#### **People Strategies**

HR Leaders focus on **people strategies** in order to:

- Capture the hearts and minds of their people – to create the desired culture
- Foster meaningful work that supports a high performance environment and effective delivery of care
- Create operating models and structures that support the alignment of people, strategies and culture
- Develop value-based leaders who have the ability to create a shared vision that delivers results for the organization
- Attract and develop a diverse workforce that meets both the needs of patients and the community
- Ensure that their organizations have talent management and succession planning in place to sustain delivery of care



# **Selection Criteria/Required Documents:**

- This is an individual award. If there are co-authors, only one individual will be able to accept the award on the group's behalf
- Material must be published during 2013 calendar year
- Material must have relevancy to ASHHRA members and the health care human resource profession
- Materials may be submitted in either hard copy or electronic format
- Particular focus on unique, original, and innovative ways of delivering communication.
- Communication must have been used in the organization during 2013 calendar year
- Entrants / organization must own or have clear rights to entries
- Materials must be planned, developed, and implemented by the submitter; materials developed and created by a third party for an organization will not be considered
- Must be authored or co-authored by ASHHRA national member (ASHHRA member must demonstrate at least 50 percent participation and demonstrate involvement)
- Content must be organized in a logical and efficient manner
- Must be considered of value as "best practice" for ASHHRA members to learn from
- Must be relevant to ASHHRA HR Leader Model Competencies: HR Delivery Healthcare Business Knowledge Community Citizenship People Strategies Personnel Leadership.

# Non-qualifying materials:

- Materials that are considered routine (i.e., annual report, open enrollment, employment manual)
- Promotional materials for marketable products.

## **Submission Process:**

- 1. Provide a one (1) page (maximum) narrative of outcomes or business results of submission
- 2. Must indicate that materials submitted will be made available to ASHHRA members as samples of "best practice" documents
- 3. Complete submission form (below) and a copy of the material to be considered by mail or email by May 30, 2014.

Mail Submission to: Emily Meskill, ASHHRA of the AHA 155 N. Wacker Drive, Suite 400

Chicago, IL 60606

Email submission to:

ashhra@aha.org

(with the subject 2014 ASHHRA HR Leader Award)

For questions, please call Emily Meskill at 312-422-3726.



NOMINATION FORM BASIC INFORMATION — ASHHRA HR Communication Award (All blanks must be filled in)	
Nominee Name:	Title:
Organization:	Phone:
Address:	Fax:
City, State, Zip:	Email:
Region:	
Chapter's Complete Name:	
Nominee's Direct Supervisor:	
Address (only if different from above):	
Nominator:	Title:
Organization:	Phone:
Address:	Fax:
City, State, Zip:	Email:
Nominator's Signature:	Date:

## **About the ASHHRA HR Communication Award:**

The ASHHRA Regional, Chapter, and Member Services Committee will review all nominations received by May 30, 2014 and select one recipient. Award recipient will receive the following recognition:

- Congratulatory letter from ASHHRA President sent to award recipient and recipient's immediate supervisor
- Recognition and award presented at the 2014 ASHHRA Annual Conference in Chicago, III.
- Recognition in *HR Pulse*, the official magazine for ASHHRA members