

## ASHHRA HR Visionary Leader Award Nomination

### Purpose:

This award was developed to recognize and celebrate an HR Leader who models the ASHHRA HR Competencies with exemplary vision, innovation, and inspiration who has made significant contributions to ASHHRA and 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 cross-functional 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 self-motivation



### 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:**

- Nominee is a current ASHHRA National member with at least five (5) years of consecutive annual membership
- Nominee **has not** been an ASHHRA Board member in the last two (2) years
- Nominator must be a professional colleague
- Nominator completes application, describing how the nominee models the HR Leadership Competencies. Three (3) supporting recommendation letters from nominee's senior colleagues are included and submitted by **May 30, 2014**. **Any submission received after this date will not be considered.**

**Submission Process:**

1. Complete application, which includes the HR Leadership Competencies and a brief biography of the nominee **in a separate Word document**
2. Submit at least three (3) letters of recommendation, including one from a senior leader at the organization of the nominee.

**Email submission to:**

[ashhra@aha.org](mailto: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 Visionary Leader 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: \_\_\_\_\_



**NOMINATION FORM BIO — ASHHRA HR Visionary Leader Award**

Please provide a brief biography of the nominee (300 words or less)

**NOMINATION FORM ADDITIONAL INFORMATION (optional section) — ASHHRA HR Visionary Leader Award**

Please provide any additional information that you would like considered as part of the application:  
Examples may include:

Chapter Leadership; Educational Programing; Special Projects; Committee/Board Participation;  
Product/Publication Development; Innovative Program Design/Implementation; Nationally Recognized,  
Published Research, and/or Articles (300 words or less):

**About the ASHHRA HR Leader 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, Ill.
- Recognition in *HR Pulse*, the official magazine for ASHHRA members