

Welcome to the **2019 Five Pillars of Knowledge Awards**, sponsored by Rocky Mountain HR People + Strategy. The HRPS organization, chartered in 1977, was created to ‘bring people together who were interested in advancing the science and art of human resource management. They were —as they are today — HR professionals, leading academics and trusted advisers. The implied goal was to help people acquire the knowledge and credibility required to play a key role in the design and execution of organizational strategy.’ (HR People + Strategy)

The **Five Pillars of Knowledge** that form the basis for our executive leadership programs and seminars are:

1. **Building a Strategic HR Function**

Enhancing the impact of the profession

1. **HR Strategy and Planning**

Ensuring excellence in human capital management

1. **Leadership Development**

Impacting leadership skills and attitudes individually and collectively

4. **Organizational Effectiveness**

Strengthening the organization's effectiveness in achieving its intended outcomes

1. **Talent Management**

Securing diverse talent to meet the organization's future needs at all levels

**2019 Five Pillars Awards Overview**

We are soliciting nominations for best practices in each of the Five Pillar categories from HR professionals or any member of the RMHRPS community. The purpose of the awards is to showcase high-impact programs and initiatives that were designed, developed, and implemented and which resolved a business issue or challenge. The board of RMHRPS will review all submissions and select winners in the Five Pillars categories based on nominations received that meet the criteria. The winners will receive an award for their organization, and they will be invited to present a brief overview of their winning program at a RMHRPS event.

**2019 Application Timeline**

October 15, 2018 Nomination period opens

February 28, 2019 Nomination period closes

May 31, 2019 Winners announced

September 2019 Awards Presentation

October 2019 – June 2020- TBD Winner Presentations

**Eligibility**

1. RMHRPS members and non-members may submit nominations. Self-nominations are welcome

2. Submissions may be developed in partnership with an external consultant. The award will be given jointly to the organization that implemented the program and the consultant

3. The program or initiative must have been developed and customized for the organization. Publicly-available programs, such as Gallup Q12, are not eligible for submission

4. More than one nomination per organization is permitted

5. Current members of the RMHRPS board and their respective organizations are excluded from participation

**Awards:**

Each of the winning organizations will receive an award and a certificate. They will also receive a complimentary one-year individual membership to RMHRPS and two complimentary tickets to any RMHRPS event during the current program year.

**Rules**

1. All submitted nomination forms are the property of RMHRPS

2. The organization(s) that submitted the application retains the rights to the program

3. RMHRPS reserves the right to use the organization’s name and logo in sponsorship and promotional materials

4. Award winners or their designated representatives are encouraged, but not required, to present their program at a designated RMHRPS event

For questions, contact: [membership@rmhrps.org](mailto:membership@rmhrps.org)

**2019 Five Pillars of Knowledge Awards Nomination Form**

**Sponsored by Rocky Mountain HR People + Strategy**

**Instructions:**

Save this form to your desktop. Please enter all information. Save as pdf. Email to: [membership@rmhrps.org](mailto:membership@rmhrps.org)

|  |  |
| --- | --- |
| Organization Name |  |
| Organization Address |  |
| Contact Person |  |
| Contact Person Title |  |
| Contact Person Email |  |
| Contact Person Phone |  |
| Working Title of Your Initiative or Program |  |
| Check one Pillar most closely related to the initiative/program | 1. ☐ Building a Strategic HR Function  2. ☐ HR Strategy and Planning  3. ☐ Leadership Development  4. ☐ Organizational Effectiveness  5. ☐ Talent Management |

**Additional Required Information:**

Be as creative as possible when submitting your nomination form and related documents. You may choose any format to respond to the following questions (e.g. PowerPoint, document, report, video, website URL, etc.)

**1. Brief overview of the organization or business**

**2. Description of the business challenge that the program or initiative was designed to address**

**3. Description of program or initiative, such as design, development and implementation process and timeline (within past 5 years), and measurement criteria**

**4. Research, theory or external evidence used in design and development (optional)**

**5. Results, both qualitative and quantitative, regarding impact on the business challenge. Consider revenue, costs, operations, retention, organization, people, culture**

**6. Any additional relevant comments or information**

Submit nomination form in pdf and all materials to: [membership@rmhrps.org](mailto:membership@rmhrps.org)

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