



## 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 **one-time accomplishment** 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](mailto: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](mailto: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 nominee's 2024 accomplishment. 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

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

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

3. How does this accomplishment showcase the nominee's **commitment to equity and inclusion**?

4. With this accomplishment, how does the nominee prioritize **care and development for their peers**? How do they **foster and build relationships**? (300 word limit)

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

6. Through this accomplishment, please describe how the nominee's team experienced growth. List promotions of former team members, how they've helped others learn new skills, or supported individuals on taking on new challenges. (300 word limit)

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

8. 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

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