



2024 Governor's Outstanding Leadership Award Instructions and Timeline

Background

The Governor's Outstanding Leadership Award recognizes leaders in state government who exemplify performance in what they accomplish, as well as how they have done it. In soliciting nominations, we seek candidates who have delivered measurable, significant, sustainable improvements and who model the values and behaviors integral to a performance-driven culture. The award continues a tradition in recognizing excellence in leadership.

Timeline

May 3, 2024	2024 Nomination process opens
June 10, 2024	Nomination Deadline
By July 2024	Agencies recognize their nominees
mid-July 2024	Selection Committee meets
September 2024	Winners Announced and Recognition Event

Criteria

This criterion relates to the business results obtained by the leader and how the leader organizes resources and leads staff to achieve goals. Successful candidates will be those who meet the following criteria as outlined:

- 1. Performance Results** – An effective leader is one who can clearly deliver results by inspiring others to do their best work. To be considered for an award, a candidate must have delivered significant, measurable, sustainable improvements in two or more of the following dimensions of a program or support service function:
 - Results for the public: quality, delivery time, cost
 - Organizational and employee performance: productivity, morale
 - Risk management: safety, cost-avoidance, compliance
 - Budgetary or fiscal
 - Pro-Equity
 - Anti-racism
- 2. [Leadership Competencies](#)** – Good managers set the example for others. To be considered for an award, a candidate must demonstrate or be focused on developing the statewide leadership competencies (see page 2 of nomination form):

Models and Champions our Culture and Values
Develops People
Fosters Learning
Fosters Teamwork and Collaboration
Makes Things Happen as a Public Servant
Embraces and Embeds Inclusion in Decision-Making

Cultivates a Shared Strategic Vision
Drives Results
Builds Relationships
Communicates Effectively
Leads and Navigates Change

Nomination Process

- Submit nomination by using this link: [2024 Governor's Award for Leadership in Management Nomination Form](#) to Mark Metzger at mark.metzger@ofm.wa.gov on or before Monday, **June 10, 2024**.
- It is requested that agencies recognize all their nominees by July.

Selection Process

- There is one award, with multiple winners. Winners will be selected from across the spectrum of government services and programs, including technical, professional and support services, regional and headquarters, etc.
- The State Chief Human Resource Officer will Chair a Selection Committee, comprised of agency directors and Executive Staff from a cross-section of government functions, including service and regulatory missions, large and small agencies.
- Winners will be those who represent the cream of the crop of nominees, meeting the criteria outlined.
- Decision letters will be sent to agency directors for delivery to nominees and winners.

Award Ceremony

The Governor will host the Recognition Event in September/October, which will be staged in a manner that is appropriate based on public health guidance.

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