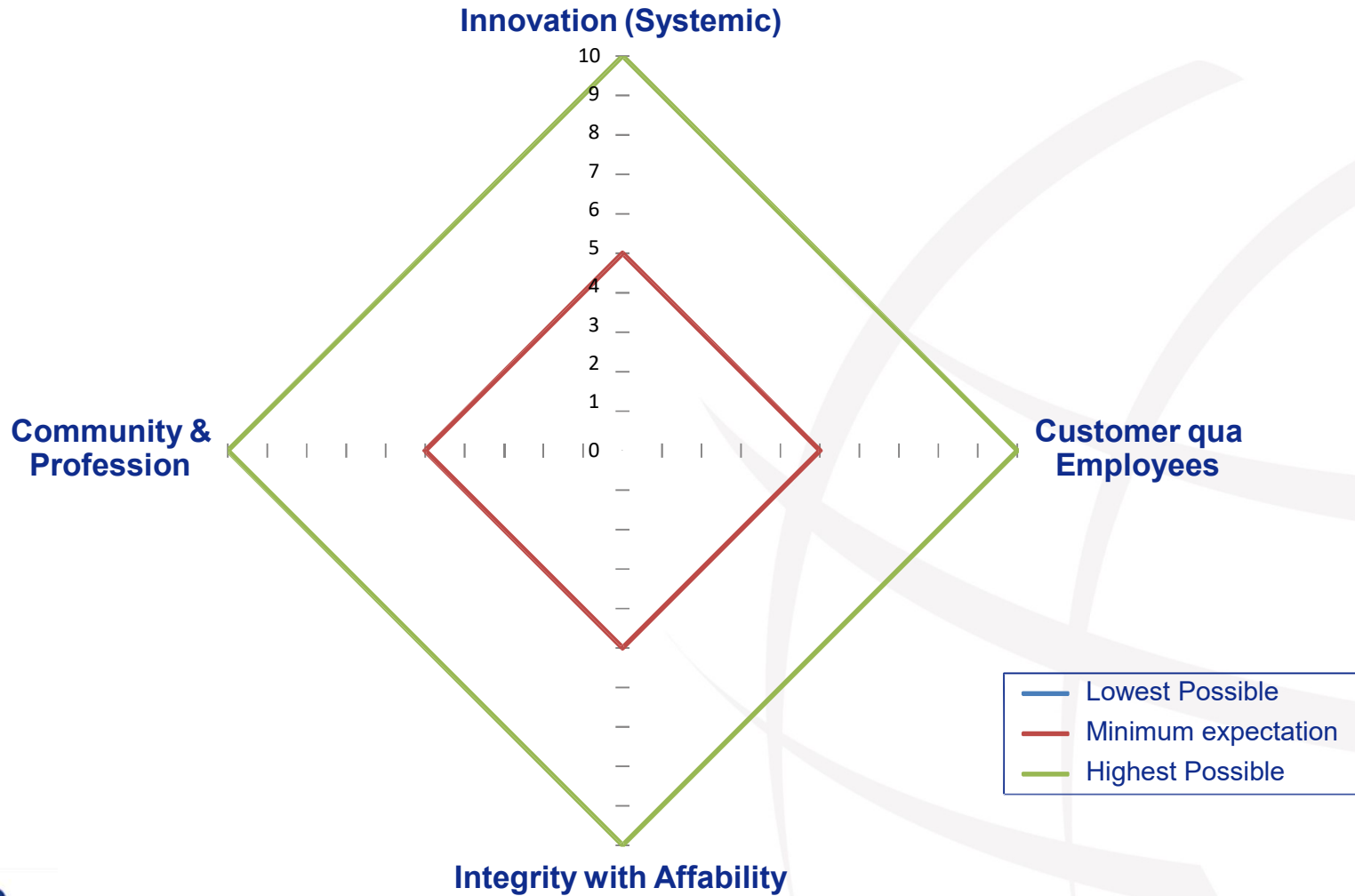




Proposed HR Award Criteria for Individual Award Categories

HR Award Criteria for Individual Award Categories

Pathfinders Award for Seasoned HR Professionals



HR Award Criteria for Individual Award Categories

Pathfinders Award for Seasoned HR Professionals

Highest Possible Score = 10

Minimum Expected Score = 5

**Innovation
(Systemic)**

Innovating breakthrough programmes that simultaneously met multiple needs AND provided systemic solutions with the potential for wider replication.

Thinking of a creative idea to meet a major organizational requirement OR incremental thinking for systemic improvement on a regular basis.

**Integrity with
Affability**

Paying a professional or personal price for maintaining the highest standards of conduct & fairness WHILE being enthusiastic, approachable & interpersonally very effective.

Being objective, non-partisan & keeping organizational interests paramount WITHOUT letting power go to the head or losing a positive & friendly attitude (specially to less powerful stakeholders).

**Customers
qua
Employees**

Delivering outstanding employee-appreciated value & championing their cause even in bad times WHILE getting maximum people productivity for organizational success.

Refusing to sacrifice employee interests UNLESS demanded for the greater good of the organization.

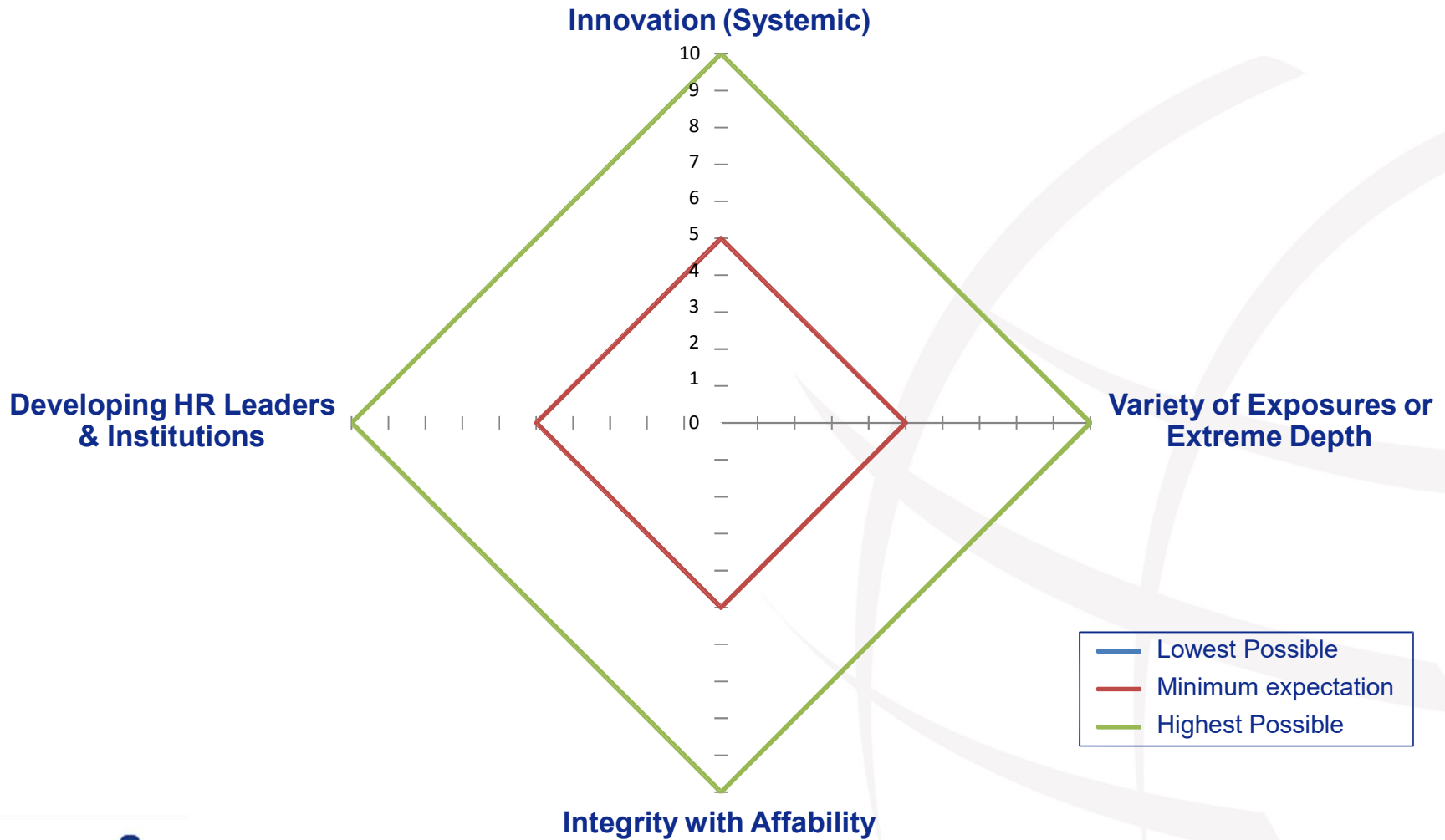
**Community &
Profession**

Providing leadership in professional bodies, industry associations as also interactions with academia AND spearheading a high standard of CSR / community development work.

Actively supporting professional bodies, industry associations as also interactions with academia AND supporting well-directed CSR / community development work.

HR Award Criteria for Individual Award Categories

Pathfinders Award for Lifetime Achievement in HR



HR Award Criteria for Individual Award Categories

Pathfinders Award for Lifetime Achievement in HR

Highest Possible Score = 10

Minimum Expected Score = 5

**Innovation
(Systemic)**

Providing breakthrough thought leadership in a variety of domains with which s/he was associated AND finding systemic solutions that have been widely adopted.

Seeding creative ideas in at least 1-2 domains with which s/he was associated OR providing incremental thinking for improvement in most of the domains with which s/he has been associated.

**Integrity with
Affability**

Paying a professional or personal price for proselytizing the highest standards of fairness in public forums & in corporates WHILE retaining missionary zeal, openness to dialogue & helpful attitude.

Being objective, non-partisan & keeping institutional interests paramount WITHOUT becoming hostile to opposing viewpoints.

**Variety of
Exposures or
Extreme Depth**

Handling successful assignments spanning industry sectors, organization ownership patterns & geographies OR having deep expertise in a single HR domain revolutionized by her / him.

Handling a variety of successful assignments spanning industry sectors OR organization ownership patterns OR geographies.

**Development
of HR Leaders
& Institutions**

Having several generations of HR leaders attribute their success to her / him, continuing to mentor them & others AND creating new professional / NGO bodies or institutions.

Having supervised HR leaders who confirm having learned something while working with her / him AND assisting in the creation of new professional /NGO bodies or institutions.