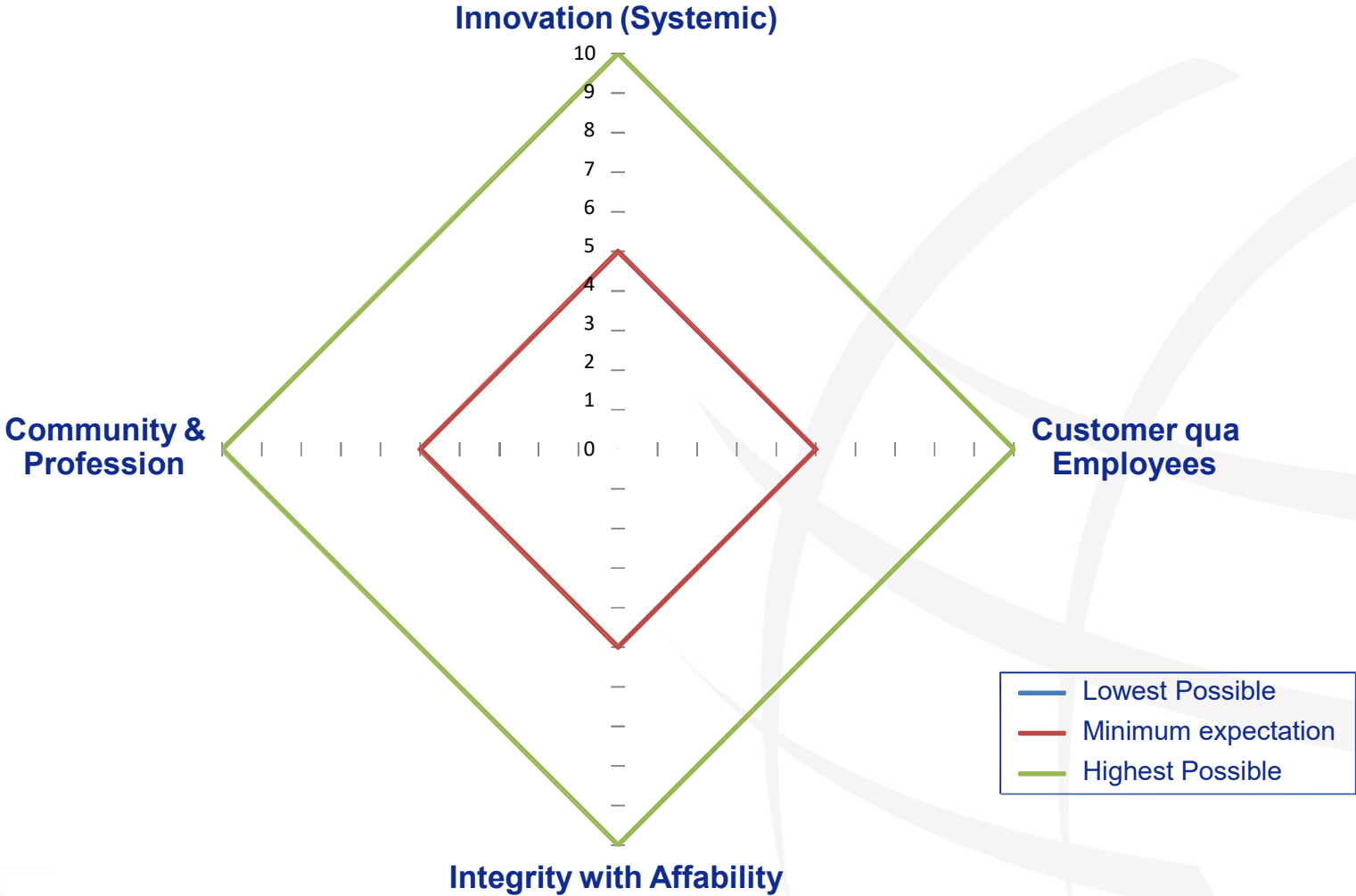




## **Proposed HR Award Criteria for Individual Award Categories**

# 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.

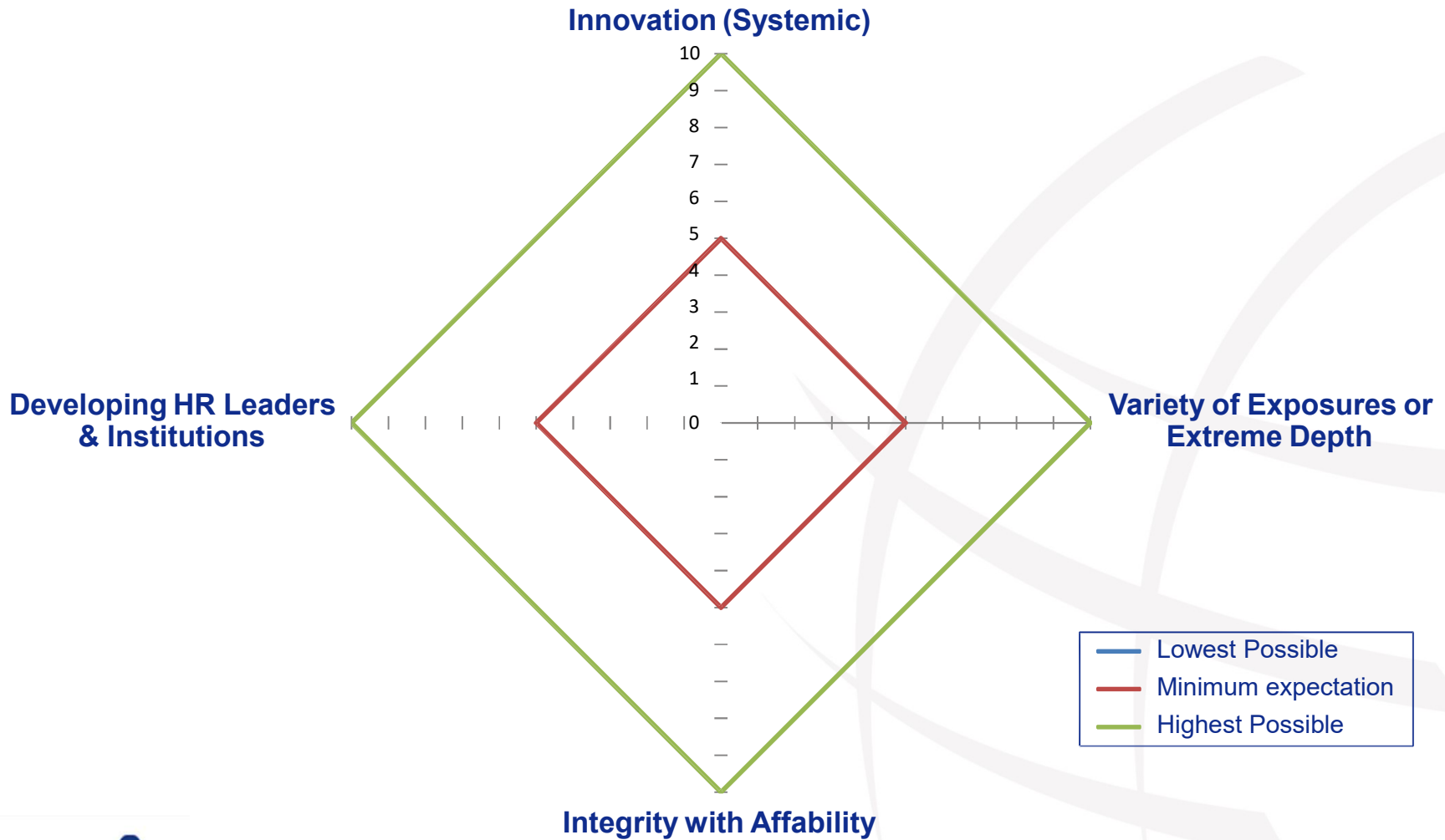
**Community &  
Profession**

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.