



Excellence in HR & Organizational Development Awards

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Early Bird Deadline: January 25, 2019

Final Deadline: February 15, 2019

The CUNA HR & Organizational Development Council's Excellence Awards Program recognizes and honors credit unions that exemplify excellence in the human resources and organizational development disciplines and serves to promote credit union philosophies through people leadership.

The distinction is reserved exclusively for the credit union HR/Organizational Development elite. Those who in all aspects of their chosen profession, consistently excel for the benefit of their credit union, uphold the standards of the HR/Organizational Development professional ethics and contribute to the credit union movement.

The CUNA HR & Organizational Development Council is comprised of professionals who work at credit unions with a variety of roles and responsibilities. In recognition of this diversity, the awards will focus on “best practices” in three distinct areas of the HR/Organizational Development disciplines:

CATEGORIES

Employee Engagement

Recognizes the HR/Organizational Development department that has made significant contributions or has taken an innovative approach in one of the following categories:

- Internal Communication
- Employee Satisfaction & Loyalty
- Social Media
- Rewards & Recognition
- Cultivated a highly productive and engaged workforce
- Community Involvement
- Work/Life Balance
- Culture Building/Development
- Competitive Workforce
- Talent Management
- Change Management



Innovative Staff Development

Recognizes the HR/Organizational Development department that has made significant contributions or has taken an innovative approach in one of the following categories:

- Staff Development
- Management Development
- Organizational Development
- eLearning
- Training Program Design & Implementation
- Learning Development Strategy
- Leadership Development
- Social and Collaborative Learning

Management Practices

Recognizes the HR/Organizational Development department that has made significant contributions or has taken an innovative approach in one of the following categories:

- Compensation & Benefits
- Recruitment
- Retention
- HR/Organizational Development Metrics
- Wellness Programs
- Technology (i.e. HRIS, Learning Management System, etc.)
- Workforce Diversity
- Internal Branding
- Innovative Business Solutions
- Long-range HR/Organizational Development models
- Leadership/Succession Planning
- Learning and Development Team

ENTRY CRITERIA

- The practice, contribution or activity being considered for an award must be relevant for us today or in the future and has occurred within the last 24 months from entry.
- Only CUNA affiliated credit unions will be considered for an award.
- Fees must be submitted at time of application. All fees are nonrefundable.
- Applications submitted prior to or by the deadline will be entered for award consideration. Applications received after the deadline will not be considered and will be returned to the candidate.
- An incomplete entry form is grounds for disqualification.
- Any supplemental materials, such as sample communications, metrics or other documentation must be presented electronically.
- Judges are eligible to submit and/or be considered for an award. However, they will be excluded from judging in the category that they enter.



ENTRANT FEES

HROD Council member entrant fees are based on the asset size of the candidate's credit union. Early entrants (submitted by **January 25, 2019**) pay a discounted rate. Applications and fees received after the deadline will be returned without consideration (submitted after **February 15, 2019**).

Submittal is from:	Credit Union Asset Size:	Fee Per Entry: (if entries received by 1-25-19)	Fee Per Entry: (if entries received 1-26-19 to 2-15-19)
HROD Council Member credit union	Less than \$499 million	\$99	\$119
HROD Council Member credit union	\$500 million - \$1 billion	\$119	\$139
HROD Council Member credit union	More than \$1 billion	\$149	\$169
CUNA Member credit union (but not a HROD Council member)	Any asset size	\$318	\$318

THE SELECTION PROCESS

The Selection Committee is comprised of a panel of HR/Organizational Development peers. Committee members will select the winning award recipients based on the following selection criteria:

- **Innovation:** (20%) The initiative incorporates a new approach addressing the specific business challenge faced by the organization. Creativity, originality, innovation and differentiation will be considered.
- **Business Outcomes / Impact:** (20%) Demonstrate how the initiative significantly impacted the business and quantify results against clearly stated objectives. Tangible evidence of the impact of the project with measurable and quantifiable results particularly with respect to financial impacts and illustrates how the people management strategies impact the business outcomes.
- **Sustainable:** (20%) Outcomes achieved are sustainable and/or replicable. Demonstrate how the business intends to build on your efforts in the future.
- **Quality:** (20%) The extent to which the HR/Organizational Development system or practice is well designed. Demonstrates professional competence and business acumen; includes a clearly defined vision and goals.
- **Integration:** (20%) The extent to which the people management strategies integrate with each other, align with business corporate strategies and includes senior level commitment.

All judges' decisions are final. Scores must meet a minimum threshold to be recognized with an award.



WINNER RECOGNITION

Winners of the Excellence Awards will be announced at the annual [CUNA HR & Organizational Development Council Conference](#). To honor the recipients of the Excellence Awards, recipients will receive the following:

- Recognition at the annual conference. Winners or a representative are expected to attend and accept their Excellence Award during the awards ceremony at the conference.
- Complimentary registration to the annual conference.
- Profile on the HR/Organizational Development website.
- Recognition in an industry press release after the conference.

HOW TO ENTER

The entry form must be completed and submitted online. The steps below outline exactly how to enter.

1. Register an Account
2. Create Your Entry
3. Upload Digital Files
4. Submit Entry

[LOGIN](#) – to begin the entry process

To receive the discounted rate, your entry and payment must be received no later than 11:59 pm CST on **January 25, 2019**. The final deadline for entries and payment must be received no later than 11:59 pm CST on **February 15, 2019**.

Entrants will be notified of the status of their entry by **March 11, 2019**.

CONTACTS

If you have questions about the entry procedures, please contact CUNA Council Administration at 1-800-356-9655, ext. 4018 or awards@cuna.coop. Specific questions about categories or the awards program, please contact Awards Committee Chair: Jennifer Huggard of Northwest Credit Union Association at 206-340-4842 or jhuggard@nwcua.org.



FREQUENTLY ASKED QUESTIONS

Is an award given in each category?

- If the quality of the entries in a given category is not strong enough, no awards will be given.

What is the maximum number of awards that can be given per category?

- Up to one award per asset size per category will be given. If there is an award that qualifies for Best of Show, it will be awarded.

Who are the judges?

- The judges are individuals who have volunteered to be part of the committee as well as past winners.

How is my entry judged?

- A panel of judges score every entry independently, based on the provided criteria.
- Scores must meet a minimum threshold to be recognized with an award.

Are the non-winners notified after the judging, as well as the winners?

- Yes, everyone is notified.

Updated 9/21/2018