**Nomination Form | Next Generation Woman Leader**

**Instructions**

Please review each question before answering.

Provide as many supporting documents through external links/attachments as possible.

**Context**

This category is an individual contributor award for felicitating women leaders in India global centers who have created large scale impact through their business, leadership and/or technology expertise. These women leaders have excelled at mentoring upcoming talent and serve as an inspiration for the industry for excellence in work. The category evaluates excellence shown across the dimensions of individual, organizational and ecosystem development.

**Qualifications**

* Any listed accomplishment must have been showcased in the **last 3 years** *(FY 2023-24 onwards)* to qualify for evaluation.
* Nominee should have been instrumental in establishing technology/business leadership, concepting new thought leadership, developing, or supporting the development of products/solutions and/or fostering a culture of innovation

**Form Navigation Guide**

* **Section 1: General Details** – Capture nominee’s **basic details, experience, and key responsibilities**
* **Section 2: Leadership Excellence Dimensions** – Answer structured questions across **five evaluation parameters** with measurable outcomes
* **Section 3: Sample Response Guide** – **Reference section** providing **sample responses** in **green font** to help craft impactful answers
* **Section 4: Glossary of Leadership Dimensions** – **Clear definitions** of each leadership dimension and its evaluation criteria.

*Access the Glossary here:* [***Click***](#_Section_3:) *to view Glossary of Leadership Dimensions*

**Scoring Tip**

To maximize your evaluation, please include detailed, measurable outcomes and quantitative data wherever possible. Robust metrics and supporting evidence will clearly demonstrate the impact of your initiatives.

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# Section 1: General Details

Please fill out the following details:

|  |  |
| --- | --- |
| Name |  |
| Designation |  |
| Organization |  |
| Business Unit/Technology/Competency CoE (as applicable) |  |
| Individual Contributor | Yes  No |
| GCC Headcount |  |

1. **Years of Experience**

Please fill the years of experience of the nominee against each of the fields given below.

|  |  |
| --- | --- |
| In the industry |  |
| In the organization |  |
| In the current role |  |

1. **Executive Summary - Please mention the top 5 reasons why the nominee fits the Next Gen Women Leaders award nomination**

**List five bullets. Each bullet must include one metric and how it was achieved.**

**Format: [Action verb] [metric + unit] [timeframe] — [how/where]**

*Access the Metrics table here:* [***Click***](#_Metrics_menu_(pick)*to view Metrics menu*

***Examples:***

* Drove $3.1M savings in FY2024 — consolidated vendor contracts.
* Increased women in leadership by +8pp (22% → 30%) in 12 months — launched sponsorship & returnship programs.
* Grew ARR by $15M in 2024 — led launch of X product in two new markets.
* Cut time‑to‑market 40% (15 → 9 weeks) — implemented CI/CD and release trains.
* Raised NPS +12 (38 → 50) — created a customer advisory council.

***Rules:***

* One metric per bullet (percentage, absolute number, dollars, or count).
* Include a timeframe and, where relevant, a baseline → result.
* Keep each bullet to one line (max ~25 words).

1. **Key responsibility areas of the nominee in the organization**
   1. Briefly describe the leadership journey of the nominee in the last 3 years (2023-24 onwards)

Please share **3–5 inflection points** from the nominee’s leadership journey over the last 3 years—e.g., **turning moments, strategy pivots, major promotions, crisis responses, market entries, or M&A integrations**. For each inflection point, provide **one crisp metric** that shows impact.

***For each inflection point, complete:***

* **Date (MM/YYYY):**
* **Inflection Type:** Promotion / Role Expansion / Strategy Pivot / Turnaround / Crisis Response / Market Entry / M&A Integration / Product Launch
* **What Changed (title/scope):** (e.g., team, budget, region, product line)
* **Key Action (≤20 words):** (what the nominee did/decided/led)
* **Outcome (1 metric, with baseline → result & timeframe):**
* **Capability Demonstrated (pick 1–2):** Strategic Execution / People Leadership / Inclusive Culture / Stakeholder Influence / Innovation / Resilience

***Rules:***

* **One metric per inflection point** (%, $, count, or time).
* Include a **timeframe** and, when possible, a **baseline → result**.
* Keep each entry to **~75–100 words**.
  1. What are the key competency areas (technical and non-technical) of the nominee?

*Tip: For single‑select, tick one box only. For multi‑select, tick all that apply. Use approximate local currency for value brackets. Fields marked with # are optional. Feel free to skip them if they don’t apply.*

# Section 2: Leadership Excellence Dimensions

## Business Impact

1. **Business & Financial Outcomes** – Describe business or financial milestones you achieved and its long-term impact.

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative / Project | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Primary impact metric (single‑select) | ☐ Revenue ☐ Cost savings ☐ Margin ☐ Productivity ☐ Quality/Defects ☐ Cycle time ☐ Customer NPS/CSAT ☐  Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Value bracket | ☐ 0–$250k ☐ $250k–$1M ☐ $1–5M ☐ $5–20M ☐ >$20M |
| % improvement bracket | ☐ <5% ☐ 5–10% ☐ 10–25% ☐ >25% |
| Scope | ☐ Single team ☐ Multi‑team ☐ BU/Function ☐ Enterprise / Multi‑region ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Duration | ☐ <6 months ☐ 6–12 months ☐ >12 months |
| Role | ☐ Owner/Lead ☐ Co‑lead ☐ Core contributor ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Evidence (URL/file) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. **Industry & Market Expansion** – How have you contributed to expanding your organization’s market presence or industry influence?

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Target market / region | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Strategy (multi‑select) | ☐ New logo acquisition ☐ Account expansion ☐ Channel/Alliances ☐ Localization ☐ Pricing ☐ Compliance entry ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Measured impact (single‑select) | ☐ New revenue ☐ Pipeline created ☐ % market share ☐ # new clients ☐ Brand metric uplift ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Impact level | ☐ Low ☐ Medium ☐ High  *Use the “Impact Rubric — Market Expansion” just below to decide.* |
| Evidence (URL/file) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

**Impact Rubric — Market Expansion (select based on Measured impact)**

Rule of thumb: Choose one metric and compare it to a relevant baseline in the same market/segment. Use the timeframe you selected above.

|  |  |  |  |
| --- | --- | --- | --- |
| **Measure** | **Low** | **Medium** | **High** |
| New revenue | <1% of PY revenue | 1–3% | >3% |
| Pipeline created | <25% of annual target | 25–75% | >75% |
| Market share change | 0 to +0.3 pp | +0.3 to +1.0 pp | > +1.0 pp |
| # new clients (% of base) | <3% | 3–10% | >10% |
| Brand uplift — NPS/CSAT | +1–3 pts | +4–9 pts | ≥ +10 pts |
| Brand uplift — Awareness/SOV/Reach | +5–9% | +10–24% | ≥ +25% |

pp = percentage points; base = prior‑year for that market/segment

1. **Strategic Partnerships** – Share example(s) of a successful partnership or collaboration you initiated and how it created value.

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Collaboration | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Partner type (single‑select) | ☐ Hyperscaler ☐ ISV ☐ Enterprise client ☐ Startup ☐ Academia ☐ Govt/Standards body ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Nature (multi‑select) | ☐ Co‑sell ☐ Co‑build/Co‑IP ☐ Distribution ☐ Cost share ☐ Research ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Value realized (single‑select) | ☐ Revenue ☐ Cost saving ☐ Speed‑to‑market ☐ Capability uplift ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Magnitude | ☐ Low ☐ Medium ☐ High |
| Evidence (URL/file) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

## Talent & Organizational Growth

1. **Team Development** – How have you mentored or developed talent within your organization?

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Level (single‑select) | ☐ Junior (0–4y) ☐ Middle (5–8y) ☐ Senior (9+y) ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Mode (single‑select) | ☐ 1:1 ☐ Group ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Frequency (single‑select) | ☐ Monthly+ ☐ Quarterly ☐ Ad‑hoc ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| # Mentees | \_\_\_\_ |
| Target Demographic (multi‑select) # | ☐ Women ☐ PwD ☐ LGBTQIA+ ☐ Under‑represented region ☐ None ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Measured Outcomes (multi‑select) | ☐ Promotions ☐ Lateral growth ☐ Retention ☐ Skill certification ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Sustainability | ☐ Low (one‑off) ☐ Medium (≥2 cycles; owner/SOPs) ☐ High (codified; owner + budget; results sustained ≥12m) |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. **Leadership Pipeline Building** – What steps have you taken to build future leadership within your organization? How do you ensure succession planning?

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative / Program | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Target Group (multi‑select) | ☐ First‑line managers ☐ Mid leaders ☐ Women HiPo ☐ Functional successors ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| KPI 1 | ☐ % internal fill rate ☐ Bench strength ratio ☐ Time‑to‑fill reduction ☐ % women in slate ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Bracket 1 (single‑select) | ☐ Low ☐ Medium ☐ High |
| KPI 2 | ☐ % internal fill rate ☐ Bench strength ratio ☐ Time‑to‑fill reduction ☐ % women in slate ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Bracket 2 (single‑select) | ☐ Low ☐ Medium ☐ High |
| Sustainability | ☐ Low (single cohort; leader‑dependent) ☐ Medium (≥2 cohorts; governance in place) ☐ High (policy/academy; line‑item budget; fill & bench held ≥12m) |
| Evidence (URL/file) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. **Cultural Transformation** – Describe cultural shifts or transformations you have led within your company. What change management strategies did you implement, and what was the long-term impact?

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative / Program | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Change Theme (single‑select) | ☐ Agility ☐ Quality ☐ Client centricity ☐ Innovation ☐ Inclusion ☐ Compliance ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Framework Used (multi‑select) | ☐ Kotter ☐ ADKAR ☐ Lean/6σ ☐ OKR ☐ Internal ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Key Actions (multi‑select) | ☐ Leadership rituals ☐ Coaching ☐ Policy/process change ☐ Tooling rollout ☐ Recognition ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Outcome Metric (single‑select) | ☐ eNPS ☐ Attrition ☐ Engagement index ☐ Defect rate ☐ Cycle time ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Sustainability | ☐ Low (<2 quarters; campaign‑style) ☐ Medium (2–3 quarters; rituals adopted) ☐ High (≥12m; policy/OKR‑anchored; adoption sustained) |
| Outcome Improvement (single‑select) | ☐ <5% ☐ 5–10% ☐ >10% |
| Evidence (URL/file) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

## Innovation

1. **External Impact & Market Growth** – Share instance(s) where you challenged the status quo to introduce a new approach, product, or business model.

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative / Decision / Risk Taken: | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Context / Challenge Addressed (single select): | ☐ Cost ☐ Time-to-market ☐ Customer outcome ☐ Risk ☐ New growth ☐ Market ☐ Tech ☐ Org ☐ Client ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Novelty (single‑select) | ☐ New to team ☐ New to org ☐ New to industry |
| Implementation Approach (≤100 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Stage (single‑select) | ☐ Pilot ☐ Scaled ☐ Standardized |
| Measured Outcome (single‑select) | ☐ Financial ☐ Operational ☐ Customer ☐ Strategic position ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Sustained ≥ 12 months (Yes/No): | ☐ Yes ☐ No |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. **Technology Adoption** – Describe how you have driven the adoption of new technologies, particularly AI, within your organization. What were the key challenges, strategies for implementation, and measurable business impact?

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative / Use Case | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Tech Area (single‑select) | ☐ GenAI ☐ ML/Analytics ☐ Cloud/Platform ☐ Automation/RPA ☐ Security ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Challenges (≤120 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Execution Strategy (≤120 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Key Success Factors (≤120 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Governance (multi‑select) | ☐ Data privacy ☐ Model risk ☐ Human‑in‑loop ☐ Audit/Controls ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Adoption Reach (single‑select) | ☐ <100 users ☐ 100–1,000 ☐ >1,000 |
| Business Impact (single‑select) | ☐ <$250k ☐ $250k–$1M ☐ >$1M ☐ Non‑financial KPI ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Evidence (URL/file) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

## Strategic Leadership & Influence

1. **Stakeholder Influence** – Describe a situation where you influenced key stakeholders to align on a strategic direction. How did you navigate challenges?

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Stakeholder Level (single‑select) | ☐ C‑suite ☐ SVP/VP ☐ Director ☐ External client ☐ Board/Regulator ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Local/Global (single‑select) | ☐ Local ☐ Regional ☐ Global ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Decision Influenced (≤120 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Challenge Type (multi‑select) | ☐ Alignment ☐ Budget ☐ Risk ☐ Timeline ☐ Change resistance ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Outcome (single‑select) | ☐ Approved ☐ Partially approved ☐ Deferred ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

## Ecosystem Leverage & Global Impact

1. **Recognition & Credibility** – What awards, honours or recognitions have you received for your leadership?

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Award Type (single‑select) | ☐ Internal ☐ Industry – India ☐ Industry – Global ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Year (YYYY) | \_\_\_\_ |
| Name of Award | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Name of Association | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Count | \_\_\_\_ |
| Nominee pool (if known) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ *(e.g., total applicants/nominees or shortlist size)* |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. **Thought Leadership** – How have you contributed to shaping industry trends or driving innovation in your field? Provide specific initiatives or examples

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Year | \_\_\_\_ |
| Duration of involvement | ☐ One‑off ☐ Series (**\_\_** sessions over **\_\_** months) ☐ Ongoing (since MM/YYYY) |
| Format (multi‑select) | ☐ Conference talk ☐ Panel ☐ Peer‑reviewed ☐ Article/blog ☐ Podcast ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Core Theme | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Audience Reach (single‑select) | ☐ <500 ☐ 500–5,000 ☐ >5,000 |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. **Policy & Advocacy** – Have you been involved in shaping industry policies, standards, or advocacy efforts? Provide details.

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Engagement (single‑select) | ☐ Standards body ☐ Govt/Policy ☐ Industry consortium ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Focus of the Engagement | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Level (single‑select) | ☐ Local ☐ National ☐ Global ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Role (single‑select) | ☐ Member ☐ Working group lead ☐ Chair ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Duration of involvement MM/YYYY–MM/YYYY (or “Since MM/YYYY”) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Impact Evidence (Yes/No) | ☐ Yes ☐ No |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

## Individual Growth & Contributions

1. How have you invested in your own growth and continuous learning as a leader? Share specific initiatives, certifications, or learning experiences that have shaped your leadership journey.

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Area of Growth | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Learning Type (multi‑select) | ☐ Certification ☐ Executive program ☐ Mentorship (as mentee) ☐ Stretch role ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Hours/Duration (single‑select) | ☐ <40h ☐ 40–120h ☐ >120h |
| Leadership Impact (single‑select) | ☐ Low ☐ Medium ☐ High |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. How have you contributed to the broader community or society through leadership? This could include CSR initiatives, mentorship beyond the workplace, or policy advocacy

(To add another entry: duplicate this entire table and paste below (one table = one entry))

|  |  |
| --- | --- |
| Initiative | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Target Group (Community, Education, Startups, etc.) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Role (single‑select) | ☐ Volunteer ☐ Organizer ☐ Founder/Lead ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Measured Impact (single‑select) | ☐ Participants served ☐ Funds raised ☐ Program sustained ☐ Other (please specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
| Impact Bracket (single‑select) | ☐ Low ☐ Medium ☐ High |
| Short Description (≤250 chars) | \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

1. **Additional Information**

Please provide any other detail that may be important for us to know during evaluation of this nomination.

**Supporting Documents:** (Attach any relevant reports, media features, or references to support your nomination)

# Section 3:

# Glossary of Leadership Dimensions

|  |  |  |
| --- | --- | --- |
| **Dimensions** | **Parameters** | **Criteria** |
| **Business Impact** | Business & Financial Outcomes | Revenue, profitability, and operational efficiency |
| Industry & Market Expansion | Driving international reach, market influence |
| Strategic Partnerships | Building alliances, ecosystem collaborations |
| **Talent & Organisational Growth** | Team Development | Mentoring, fostering high-performance teams |
| Leadership Pipeline Building | Creating future leaders, succession planning |
| Cultural Transformation | Shaping organizational values, inclusion, and engagement |
| **Innovation** | Visionary Thinking | Challenging the status quo, driving innovation with measurable outcomes |
| Risk-Taking & Adaptability | Navigating uncertainty, making bold bets |
| Technology Adoption | Driving AI-led innovation, scaling adoption, and measurable impact |
| **Strategic Leadership & Influence** | Vision & Decision-Making | Ability to set direction and make high-impact decisions |
| Stakeholder Influence | Driving alignment across teams, leadership buy-in |
| Enduring Leadership Influence | Lasting impact on people and industry |
| **Ecosystem Leverage & Global Impact** | Recognition & Credibility | Awards, external validation, media presence |
| Thought Leadership | Pioneering industry conversations, shaping the future |
| Policy & Advocacy | Shaping industry policies, driving ecosystem change |
| **Individual Growth & Contributions** | Personal Growth & Lifelong Learning | Commitment to continuous learning, and leadership development |
| Contribution to Society & Social Impact | Leadership-driven impact beyond the workplace |

**Glossary of Abbreviations**

|  |  |
| --- | --- |
| **Abbreviation** | **Expansion** |
| 6σ | Six Sigma |
| ADKAR | Awareness, Desire, Knowledge, Ability, Reinforcement (change model) |
| AI | Artificial Intelligence |
| ARR | Annual Recurring Revenue |
| BU | Business Unit |
| CEO | Chief Executive Officer |
| CFO | Chief Financial Officer |
| CI/CD | Continuous Integration / Continuous Delivery |
| CoE | Center of Excellence |
| COO | Chief Operating Officer |
| CSAT | Customer Satisfaction |
| CSR | Corporate Social Responsibility |
| DEI | Diversity, Equity, and Inclusion |
| eNPS | Employee Net Promoter Score |
| FY | Fiscal Year |
| GCC | Global Capability Center |
| HiPo | High Potential (talent) |
| HR | Human Resources |
| IP | Intellectual Property |
| ISV | Independent Software Vendor |
| KPI | Key Performance Indicator |
| LGBTQIA+ | Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual (+) |
| ML | Machine Learning |
| MM/YYYY | Month/Year (date format) |
| MTTR | Mean Time To Restore (or Resolve) |
| NPS | Net Promoter Score |
| NPS/CSAT | Net Promoter Score / Customer Satisfaction |
| OKR | Objectives and Key Results |
| P&L | Profit and Loss |
| pp | percentage points |
| pts | points |
| PY | Prior Year |
| ROI | Return on Investment |
| RPA | Robotic Process Automation |
| Six Sigma | Process improvement methodology (DMAIC/DMADV) |
| SOV | Share of Voice |
| STEM | Science, Technology, Engineering, and Mathematics |
| SVP | Senior Vice President |
| SVP/VP | Senior Vice President / Vice President |
| URL | Uniform Resource Locator |
| VP | Vice President |
| YYYY | Year (four‑digit format) |

## Metrics menu (pick what fits the nominee)

**Business impact**

* Revenue/ARR added ($)
* Profit increase / margin expansion (%)
* Cost savings / cost avoidance ($)
* ROI on program/investment (x:1)
* Market share change (pp)

**People & DEI**

* Women in leadership (% and **+pp** change)
* Hiring or promotion rate for women (%)
* Pay‑equity gap closed (pp)
* Retention/attrition improvement for women (pp)
* Sponsorship/mentorship participation (#, %)

**Customer & Growth**

* NPS/CSAT lift (+points)
* Churn reduction (pp)
* Adoption/activation rate increase (pp)
* Support ticket deflection (# or %)
* New logos or key accounts won (#)

**Innovation & Delivery**

* Time‑to‑market reduction (%)
* Cycle time / lead time improvement (%)
* MTTR reduction / uptime improvement (minutes, %)
* Defect leakage or incident rate reduction (%)
* Patents filed/granted (#); publications/talks (#)

**Operations & Risk**

* Compliance/audit findings reduced (#, %)
* Forecast accuracy improvement (pp)
* Automation coverage (% of tests/processes)
* Security incidents reduced (#, %)

**Community & Ecosystem**

* STEM outreach participants (#)
* Scholarships/grants funded ($, #)
* Community service hours (#)
* Partnerships established (#) and outcomes