

# Value Built Organization Awards

VBO to evaluate and recognize the level of development and presence of initiatives in departments and organizations to reduce the effect of Zombi-ism in workplace and promote proven approach towards workforce development, engagement and overall happiness

**Department Award** - Value Built Department Award

**Organization Award** - Value Built Organization Award

**Leadership Excellence Award**



## Criteria:

- ★ Valuemetic/ Personality Assessments in place for all key positions
- ★ CORE Team / Internal Champions to be defined and Certified as experts in the value based approach.
- ★ Rewards in Recognition practices for the employees based on Value theory.
- ★ Linking individual performance and KPIs with Value theory
- ★ Competencies to be defined and assessed periodically.
- ★ Extensive focus on the trainings and development of the workforce and the impacts.
- ★ Dedicated knowledge transfer sessions to be done to at least one third of the workforce in form of physical, eLearning or blended learning approach followed by assessments and analytics
- ★ Proven approach towards innovation and workforce Happiness

## Process

- Excelledia to conduct the initial assessments and prepare the organizations for the award.
- International Experts (innermetrix representative) to come and observe the practices in place through a two days audit. (Final Audit).
- The final Audit must be before the Awards Handover date.
- The organization or department must register for the audit by Excelledia before the last Date of submission.

## Nominee Eligibility

Any organization or departments with an extensive altruistic outlook towards its workforce, including for-profit and nonprofit or educational institutions, are eligible for this award.

## How to Nominate

- ★ To fill the nomination form
- ★ To review the award criteria
- ★ To register before the closing data

## Time Frame

Awards Handover : Flexible

In the annual award Handover, all the participants will be invited, and awards will be given to all the organizations, departments who achieved the award criteria or as per the below award levels.

## Award Level

### Platinum

For organizations or departments successfully achieved all the award criteria and showed highest commitment.

### Gold

For organizations or departments successfully achieved all the award criteria.

### Silver

For organizations or departments barely meeting the award criteria



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