



# Bowie Sustainable Leadership Award **NOMINATION FORM**

## **Print Submission Instructions:**

**Step 1:** Print the nomination form

**Step 2:** Complete the nomination form in legible handwriting or printing.

**Step 3:** Return nomination form to your supervisor. They will then email the nomination form to your respective Business Line VP for consideration.

**Step 4 (Supervisor/Management):** Scan the completed nomination form and attach it in an email to your Business Line VP. Enter "Bowie Award" in the subject line. Nomination will then be reviewed/approved and submitted to the BSLA Committee.

*\*All fields are required*

Name of Nominee \_\_\_\_\_ Date: \_\_\_\_\_

Position: \_\_\_\_\_ Business Line: \_\_\_\_\_

Name of Operation: \_\_\_\_\_

Location: \_\_\_\_\_ Address: \_\_\_\_\_

## **Person Submitting Nomination:**

Name: \_\_\_\_\_ Division: \_\_\_\_\_

## **Vice President Endorsement:**

Name: \_\_\_\_\_ Date: \_\_\_\_\_



3. They set realistic priorities. They deliver their work on time and on budget. They accomplish objectives and meet targets.

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4. They look for creative ways to improve and innovate and encourage their team to do the same.

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5. They are self-aware and authentic. They manage around and through setbacks and mistakes.

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6. They collaborate, build teams, and develop agreements on accountability. They encourage, inspire, and help get things done.

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7. They use clear, concise, consistent communications that connect with the intended audience, and that provide compelling reasons to care about accomplishing objectives.

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8. They work well and engage with all types of personalities, at all levels. They support and work within the PWT, Line, and Branch organizational frameworks.

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9. They are not limited by their title or level of authority, but proactively make wise decisions and find ways to move the work forward.

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**ADDITIONAL WRITING AREA:**

*(Please indicate the question number when using this area. Print or photocopy as many extra pages as you need and attach them to your nomination submission.)*

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# Bowie Sustainable Leadership Award **NOMINATION REFERENCE GUIDE**

As you prepare your nomination submission, we have provided below a collection of leadership system elements as developed and taught by Douglas Bowie. To assist you in assembling your narrative, the information you share will be invaluable in learning more about your nominee. You are encouraged to provide examples. Coupled with your observations, this will generate a unique insight into your nominee's leadership. The more information and detail you provide will assist in learning more about your leadership nominee.

***Please fill out the Nomination form telling us about your nominee's capacity of leadership to manage day-to-day operations and adapt to change.***

Consider: Context, Vision, Resources, Results, Innovation and Cohesion

**CONTEXT** Sees the big picture, identifies realities and challenges and recognizes stakeholders and their expectations.

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**VISION** Understands the importance of priorities, strategic goals and how our vision fits into everyday operational activities.

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**RESOURCES** Recognizes financial and talent resources, identifies core competencies and work process to meet internal and external requirements.

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**RESULTS** Put first things first, follows through, meets deadlines, plans ahead, is accountable, and achieves targets (e.g. KPI's, does appraisals and celebrates success).

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**INNOVATION** Locates best practices, seeks new opportunities and ideas to make improvements, can adapt to change, explores creative and innovative ways to do things and takes risks.

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**COHESION** Ensures that the Core Values and the purpose of the organization are used as guidelines in all that the organization does and makes sure there is a clear line of sight between each Core Value and accepted behaviour.



# Bowie Sustainable Leadership Award

## JUDGING CRITERIA

*For each specific example contained in the nomination form that demonstrates one of the following traits one (1) point is awarded. If the example is “out of the park” an extra bonus point is awarded.*

- CONTEXT**
- Builds/explains a common picture of current realities in Line and Branch
  - Confronts challenges, problems and red flags
  - Recognizes big picture trends and patterns
  - Recognizes opportunities and/or threats
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- VISION**
- Defines our common destination, builds a mental picture for others that inspires
  - Identifies priorities, goals and targets
  - Ensures that others understand how what they do fits into achieving our priorities, goals and targets
  - Develops a clear sense of direction that others understand
  - Connects day to day with our vision, provides line of sight between employees and targets
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- RESOURCES**
- Identifies and explains the core competencies required to carry out the work
  - Ensures we have the capacity to achieve our goals
  - Involves the right people in the right process at the right time
  - Analyzes and plans before taking action
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- RESULTS**
- Follows through on decisions, plans, policies, priorities and targets
  - Meets deadlines and gets the job done
  - Ensures accountability of team through system of performance evaluation
  - Solves problems and learns from experiences
  - Celebrates successes
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- INNOVATION**
- Actively scans landscape to anticipate and adapt to changes
  - Constantly seeking to make improvements
  - Explores creative and innovative ways to do things, takes risks, experiments
  - Instills confidence in others so they will come forward with suggestions and ideas
  - Provides appropriate pace, not too much or too quick
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- COHESION**
- Knows, lives and encourages Core Value behaviours
  - Ensures plans and actions are consistent with our purpose and Core Values
  - Consistently strives to achieve common purpose, encourages all to follow same moral compass
  - Builds loyalty and commitment to PWT