

President's Excellence Awards – People Excellence Scoring Worksheet

PEOPLE EXCELLENCE - Individual and Team Award

This award recognizes an individual and team who has demonstrated excellence in providing, supporting or advancing a culture where everyone feels safe, healthy, and valued, and can reach their full potential.

The nomination must demonstrate:

- How an initiative, practice or process supports one or more of Our People Strategy priorities in any of the following ways:

Clear Vision. Shared Purpose. Common Goals

- Living our values (AHS Cares) in our decision-making and daily interactions
- Collaboration with others in AHS and/or with partners across Alberta
- Knowledge and ability to lead change in a positive and productive way
- Effective communication and engagement to facilitate a sense of clear vision, shared purpose and common goals
- Effective stakeholder consultation to inform design or implementation of our work

A Safe, Healthy and Inclusive Workplace

- Welcoming diversity and supporting inclusion
- Protects and supports physical health and mental well-being for all
- Setting and supporting expectations for workplace health and safety behaviours and performance
- Acknowledges, recognizes and celebrates contributions

Excellent Leaders

- Supports leadership development
- Supports leaders with appropriate authority, resources and services that meet their needs
- Ability to identify and act on improvements to workforce engagement, health and safety
- Develops knowledge and skills to better manage and lead change

Empowered People

- Supports personal and professional development of employees, physicians, midwives and volunteers
- Reduces barriers to learning and development
- Empowered and effective in their roles by using appropriate resources and development opportunities
- Creates a learning environment that encourages problem solving and innovation

1) Achievement:

How well did this team or individual demonstrate one or more of the priorities in Our People Strategy by advancing or improving a culture where people feel safe, healthy and valued? Did this initiative, practice or process include stakeholder involvement, consultation and/or collaboration to ensure success?

10	9	8	7	6	5	4-3	2-1
Preferred			Very Good			Good	Fair
<p>This nomination demonstrates the linkage to one or more of the priorities in Our People Strategy with a high degree of excellence in advancing or improving a culture where people feel safe, healthy and valued.</p> <p>There was a high degree of stakeholder involvement which attributed to the success.</p>			<p>This nomination provides a linkage to one or more of the priorities in Our People Strategy but demonstrates a moderate degree of excellence in advancing or improving a culture where people feel safe, healthy and valued.</p> <p>Stakeholders were not clearly identified and had a moderate degree of involvement; there may have been more opportunity for consultation and/or collaboration.</p>			<p>This nomination demonstrates little or no significant degree of linkage to Our People Strategy priorities with minimal to no degree of advancing or improving a culture where people feel safe, healthy and valued.</p> <p>Stakeholders were not identified and there was little to no degree of stakeholder involvement.</p>	

2) Impact of the Achievement:

How well did this nomination describe the impact made from this initiative, practice or process to a culture where everyone feels safe, healthy, and valued and can reach their full potential? How were the measured and to what degree was supporting data used to identify the impact?

10	9	8	7	6	5	4-3	2-1
Preferred			Very Good			Good	Fair
<p>This initiative, practice or process exemplifies a high degree of impact and the nomination clearly describes the difference made to the culture.</p> <p>Outcome measures were identified to determine impact and used significant data support.</p>			<p>This initiative, practice or process demonstrates a moderate degree of impact but the difference made to a culture is not clearly identified.</p> <p>Outcome measures and minimal data was used to support this initiative, practice or process.</p>			<p>This initiative, practice or process demonstrates little or no significant impact</p> <p>Little or no significant degree of measurement data.</p>	

3) Alignment with AHS Values: Compassion, Accountability, Respect, Excellence, Safety:

How well does this nomination exemplify the AHS Values? What specific values are described in this nomination?

10	9	8	7	6	5	4-3	2-1
Preferred			Very Good			Good	Fair
This nomination exemplifies a high degree of alignment with the AHS Values describing linkages to the majority of the five values.			This nomination demonstrates a moderate degree of alignment with the AHS Values describing linkages with some of the five values.			This nomination provides little to no evidence that there is alignment to the AHS values.	

4) Sustainability:

How well did the nomination describe the initiative, practice or process improvements sustainability and evaluation process?

10	9	8	7	6	5	4-3	2-1
Preferred			Very Good			Good	Fair
This new initiative, practice, or process improvement embedded strong sustainability and evaluation process to keep all of the achievements maintained.			This new initiative, practice, or process improvement embedded moderate sustainability and evaluation process to keep some or all of the achievements maintained.			This new initiative, practice or process improvement embedded little or no significant degree of sustainability or evaluation process to ensure achievements are maintained.	