



# HR@UW Business Partner Recognition Award

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## Nominate a colleague for one of two 2019 HR Awards—"Rising Star" or "Partner Model"

Building and nurturing consultative partnerships with our customers and colleagues in HR continues to be as important as ever. This year, we invite nominations for two HR awards:

- The **"Rising Star"** award seeks to recognize HR professionals on campus who are newer to their career or with new HR responsibilities in their role at UW–Madison, who demonstrate outstanding partnership behaviors. One (1) year minimum in current HR-related role required.
- The **"Partner Model"** seeks to recognize those who not only demonstrate outstanding partnership behaviors in HR at UW–Madison, but who also actively coach and develop *others* to be consultative partners. Five (5) years minimum in current HR-related role required.

The award's purpose is to recognize HR practitioners who consistently serve in consultative partnership with others—regardless of title or specific type of HR work—and who model the way for others to demonstrate the collaborative spirit of partnership within our HR community.

All members of our UW–Madison community—HR and non-HR alike—are invited to nominate a colleague who best represents the spirit and intention of one of the two awards.

## Eligibility

Employees who perform HR-related functions at UW–Madison, and who have been employed in their role for one (1) year at UW–Madison are eligible to be nominated for the "Rising Star" award.

Employees who perform HR-related functions at UW–Madison, and who have been employed in their role for five (5) years at UW–Madison are eligible to be nominated for the "Partner Model" award.

## Nomination Criteria

The Office of Human Resources will accept nominations for the 2019 HR Business Partner Recognition Awards from **Thursday, October 17** through **Sunday, November 17, 2019 at midnight**.

To nominate a colleague, write a nomination letter for a specific award. Limit your letter to one single-spaced typed page, expressing why you feel this person deserves recognition. In support of your application, cite examples of ways that the award criteria are met, and, if appropriate, provide supporting documentation or letters of endorsement from up to three colleagues of the individual.

Save your letter and any accompanying documentation or endorsements as one PDF and email it to [hr\\_communities\\_of\\_practice@ohr.wisc.edu](mailto:hr_communities_of_practice@ohr.wisc.edu) no later than **Sunday, November 17, 2019**.

## Evaluation and Award Presentation

The evaluators of the nominations will include members of OHR leadership, HR Communities of Practice, members from the HR Reps and HRS Coordination Community on invitation, and prior award winners.

The awards will be presented at the HR@UW Conference on **Tuesday, December 3, 2019** during the lunchtime meal.

## Contact Information

For additional information, please email the [HR CoP Office](#) or call (608) 263-6918.

## Award Criteria

The “Rising Star” Award	The “Partner Model” Award
<p><b>1. Works to ensure the success of one’s organization at large</b></p> <ul style="list-style-type: none"> <li>a. Understands how one’s organization works</li> <li>b. Models a customer-service orientation by providing help to HR consumers, not solely instruction on compliance</li> <li>c. Creates and fosters inclusive relationships to develop, expand, and apply HR knowledge and expertise at UW–Madison</li> </ul> <p><b>2. Demonstrates strategic thinking</b></p> <ul style="list-style-type: none"> <li>a. Is mindful of regulations but not paralyzed by them</li> <li>b. Comes up with <i>shared</i>, reasonable, solutions to difficult problems</li> <li>c. Sees problems before they emerge</li> </ul> <p><b>3. Engages in process improvement</b></p> <ul style="list-style-type: none"> <li>a. Facilitates communication among others</li> <li>b. Discerns what the organization needs instead of leaping to solve the ‘presenting problem’</li> </ul> <p><b>4. Demonstrates “partnership” attributes</b></p> <ul style="list-style-type: none"> <li>a. Listens deeply and maintains an attitude of <a href="#">humble inquiry</a></li> <li>b. Demonstrates excellent interpersonal skills and a history of strong relationships with others</li> <li>c. Models trustworthy-ness</li> </ul>	<p><b>1. Works to ensure the success of one’s organization at large</b></p> <ul style="list-style-type: none"> <li>a. Understands how one’s organization works</li> <li>b. Models a customer-service orientation by providing help to HR consumers, not solely instruction on compliance</li> <li>c. Creates and fosters inclusive relationships to develop, expand, and apply HR knowledge and expertise at UW–Madison</li> <li>d. <a href="#">Works to realign HR with business needs to achieve the organization’s goals instead of having HR focus on task-based, siloed HR goals and functions</a></li> </ul> <p><b>2. Demonstrates strategic thinking</b></p> <ul style="list-style-type: none"> <li>a. Is mindful of regulations but not paralyzed by them</li> <li>b. Comes up with <i>shared</i>, reasonable, solutions to difficult problems</li> <li>c. Sees problems before they emerge</li> <li>d. <a href="#">Offers a coherent vision for any change</a></li> </ul> <p><b>3. Engages in process improvement</b></p> <ul style="list-style-type: none"> <li>a. Facilitates communication among others</li> <li>b. Discerns what the organization needs instead of leaping to solve the ‘presenting problem’</li> <li>c. <a href="#">Actively coaches and invests in the development of others to foster greater partnership behaviors across one’s unit</a></li> <li>d. <a href="#">Devotes times to serving as an advisor to one’s organization in key functional areas</a></li> </ul> <p><b>4. Demonstrates “partnership” attributes</b></p> <ul style="list-style-type: none"> <li>a. Listens deeply and maintains an attitude of <a href="#">humble inquiry</a></li> <li>b. Demonstrates excellent interpersonal skills and a history of strong relationships with others</li> <li>c. Models trustworthy-ness</li> <li>d. <a href="#">Demonstrates partnering skills that equal or exceed subject matter expertise.</a></li> </ul>
<p>Minimum one (1) year in current HR-related role at UW–Madison required.</p>	<p>Minimum five (5) years in current HR-related role at UW–Madison required.</p>