



# 2020 Best Practices IMPACT Awards

**NEW for 2020:** This year could not have been more challenging in many aspects; despite all of this, you adjusted swiftly and continued your commitment to the HR profession. Therefore, the Thrive award category will be awarded to the Chapter who made the greatest IMPACT directly related to the challenges of 2020. You'll now see a designated Thrive area on the application form.

## AWARD CATEGORIES:

**I**MPROVED MEMBERSHIP OVERALL (SHRM and LMOs) - SHRM will provide numbers for this award.

**M**OST IMPROVED MEMBERSHIP IN SHRM - SHRM will provide numbers for this award.

**P**ROFESSIONALS -Initiatives that support and promote professionals with HR responsibility to be successful business leaders. Activities may be related to SHRM-CP and SHRM-SCP certification/re-certification, competency-based professional development, or skills development including student initiatives to support the future of the profession.

**A**DVANCING THE HR PROFESSION - Initiatives advancing the HR profession by creating awareness with or supporting key constituents including workplace, government and regulatory representatives, employers, schools, media and the community at large. Activities may be outreach and awareness programs, government or public affairs, raising funds and supporting the SHRM Foundation's annual initiative to build inclusive organizations, or focus on key issues such as inclusion, diversity, or workforce readiness.

**C**OMMUNITY ENHANCEMENT - Initiatives providing programs and services that support SHRM, meet members' needs, or further the chapter or state council efforts. Activities may include efforts to foster member engagement, retention and acquisition, volunteer development and recognition.

**T**HRIVE While the award will still be selected by the President, please share how your chapter dealt with the challenging times in 2020. You may have assisted young professionals entering a turbulent job market, raised funds/items for those in need in your community, moved meetings to a virtual environment for your members, offered resources to HR professionals displaced from employment, planned a free virtual conference, or added/expanded diversity and inclusion to your chapter programming and discussions.

## For each category nominated:

For award consideration for any IMPACT Award, please complete the application via the HR Virginia website. You will need to briefly describe each initiative's topic in 25 words or less, select the award category and then respond to each of the questions below.

**AWARD CATEGORY** (please include the name of the category for each nomination)

- PROFESSIONALS
- ADVANCING THE HR PROFESSION
- COMMUNITY ENHANCEMENT
- THRIVE

## Answer these Questions:

- WHAT WAS YOUR GOAL/OBJECTIVE?
- HOW IS THIS GOAL STRATEGIC?
- WHAT DID YOU DO TO WORK TOWARDS/ACCOMPLISH THIS GOAL?
- WHAT WAS THE OUTCOME/RESULT?

Apply here: <https://www.hrvirginia.org/focus-areas/best-practices>

Deadline: close of business **Friday November 20, 2020**

Selection Committee: Michael Latsko (President), Karen Edmonds (Past President), Betty Wilcher (VP/President Elect), Meg Riat (Best Practices Director) and Nicole Belyna (SHRM Field Services Director for Virginia)

To receive an award, the chapter must be in good standing with: SHRM (satisfied SHRM's affiliation requirements); and the IRS (include proof that it has submitted paperwork for not-for-profit status to the IRS).

Any questions may be directed to Meg Riat(571.228.9397) email: [megriat@gmail.com](mailto:megriat@gmail.com)

