

A hand holding a trophy amidst a shower of golden sparks.

**zinnov  
awards**

2019

HANDBOOK

Zinnov Awards is back for the 10th year focused exclusively on GCoEs (Global Centers of Excellence) in India. This year, the Awards are more about blitzscaling for growth. Our focus for 2019 is putting the limelight on India centres who have the ambition to transform and have readied themselves to accelerate to the next level.

That's not all. Zinnov Awards 2019 is also the year for the underdogs. This year, the awards will focus on recognizing not just the Goliaths' of the GCoE ecosystem but the Davids' too. New / emerging small scale GCoEs have the opportunity to showcase their concerted efforts to drive value from India. This year, Zinnov Awards is meant not just for ER&D GCoEs but also for Enterprise IT and Global Business Services GCoEs

The Awards night is slated for the **18th July, 2019** at **Sheraton, WhiteField, Bengaluru.**

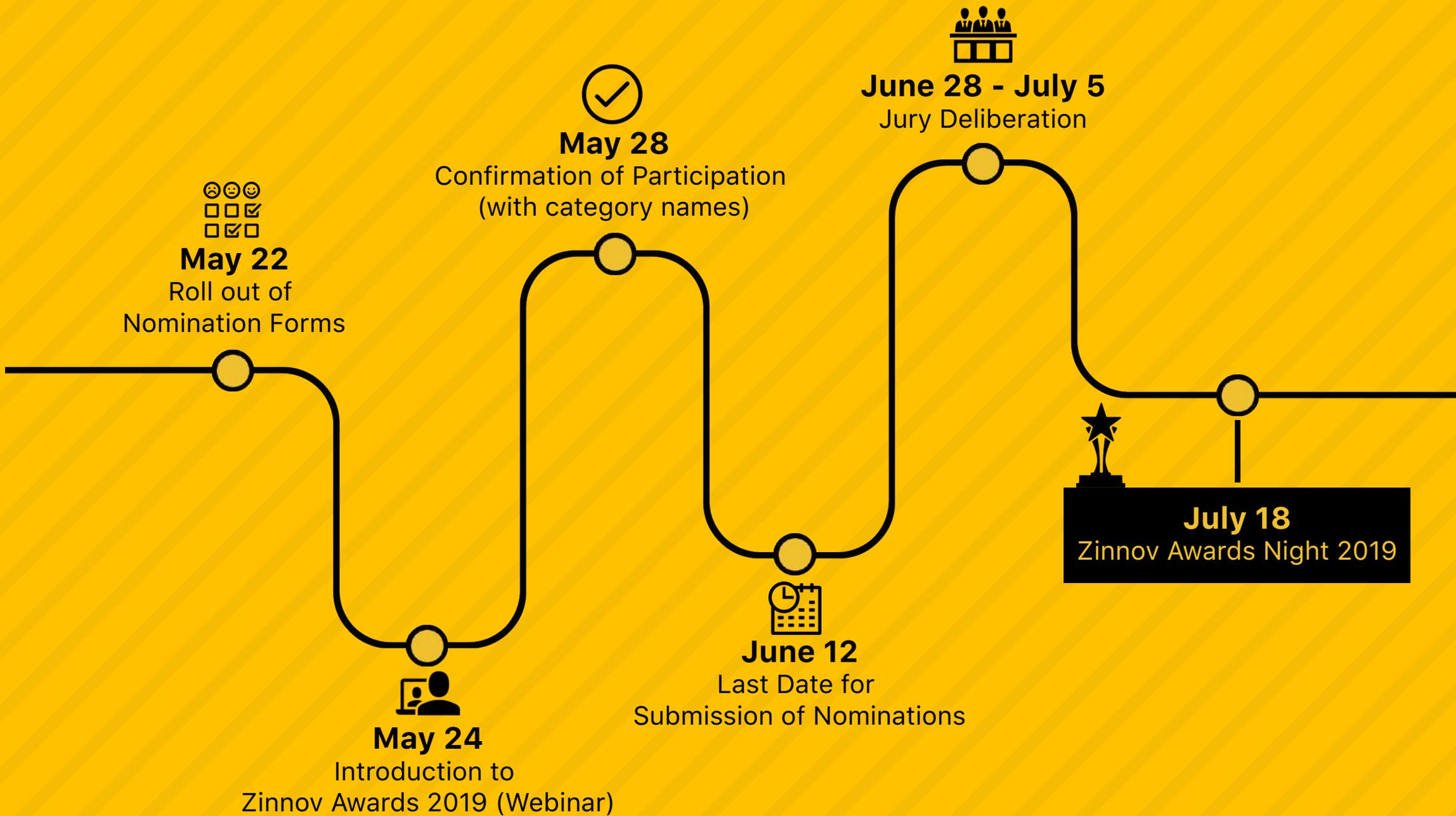
Once you have downloaded the forms, fill them in completely (see 'What makes an effective nomination').

The complete nominations have to be emailed to **awards@zinnov.com** or **anand@zinnov.com**. For any queries or concerns, you can reach out to the same email IDs.

Please continue reading for all details on the Zinnov Awards, 2019!

Gear up and put your best nomination forward!

# TIMELINE 2019



# CATEGORIES

## 1 Disruptive Leadership

This is an organization wide award which seeks to measure how GCoEs (ER&D, Enterprise IT and GBS) are preparing themselves to become the hub for the organization by understanding future disruptions, leveraging initiatives to accelerate the pace of innovation, tapping into the global ecosystem and leveraging triggers such as business models, technology and market dynamics to cross the value chasm.

## 2 Great Place to Innovate

This category is a company wide award to recognize GCoEs that are focused on value creation from the India center and have made concerted efforts across five key areas: Charter, Culture, Internal Programs, External Linkages and Innovation Outcomes. The assessment criteria will focus on how conducive the environment is for innovation and will also measure the pervasiveness.

## 3 Open Innovators

This category recognizes those GCoEs that have a structured open innovation strategy in India, engaged with a diverse set of ecosystem players including startups, universities, developer ecosystem, public sector, service providers etc. and have successfully evangelized, mentored, and partnered with them to foster innovation from India.

## 4 Inclusion and Diversity

This is an organization wide award which recognizes centers that have established programs and are the gold standards for inclusion and diversity in India

## 5 Workplace of the Future

This category is a company-wide award to recognize those GCoEs that are building skills for the future, embracing digital for employee experience and leading the way in attracting and retaining top talent in the industry

## 6 High Impact Global Roles

This category is a company-wide award and will recognize organizations that have successfully enabled and sustained global roles from India that are critical for the organization's success. It will also recognize the impact these roles have created/have the potential to create.

## 7 Next Generation Women Leaders

An individual contributor award for felicitating women leaders in tech GCoEs who have created large scale impact through their business and technology expertise. These women leaders have been excellent at mentoring upcoming talent and serve as an inspiration for the industry for excellence in work.

## 8 Technical Role Model

This category is an individual contributor award and will recognize those individuals who are technology stalwarts and have served by example and inspired individuals both within their organization and beyond, to emulate them and follow a technical career path. This year, we will also have a separate sub category for technologists who have created a significant impact in AI and Big Data Analytics

# THE PROCESS

## Submission of Nominations

Zinnov will roll out the nomination forms for 8 categories. Organizations must inform the Zinnov Awards team with their choice of categories. Each company is allowed to participate in **maximum of 3 organization wide categories**.

All participating companies must adhere to the nomination form template only.

For G.A.P Member companies: all nominations have to be routed through the SPOC or at least keep the SPOC in loop for all communications.

## Nomination Form Audit

Once we receive the nominations, the Awards team will check and get back to you (as applicable) with inputs to build a stronger nomination. Please note that we may do so only for select nominations that need revisions.

## Re-submit nominations (if applicable)

A maximum of 2 days will be given to companies to re-submit their nominations. In case the company is unable to do so, the first nomination will be considered as final for jury consideration. Please note that we will not accept any nominations beyond stated deadlines.

## Jury deliberation

The jury process is typically scheduled for the 1st week of July and is a closed door discussion.

All company names in the nomination forms and supporting documents or collaterals are masked entirely so that the company is not known to the jury members.

This year, the jury deliberation would be based on a combination of nomination form evaluation culminating in a virtual pitch for the top 3-4 shortlists. The winner will be gauged basis a weighted average of the nomination form and pitch. Pitches cannot be made by the Country head/ Site Leaders.

## Winner Communications

If you are a winner, you will receive confirmation of the same by July first week at latest along with any logistical instructions for the day of the event.

Winners need to confirm who will represent the company at the final event, along with the required details for Award collaterals.

It is best to appoint a single point of contact who will help with these communications for the same.

## Zinnov Awards Night 2019

Please ensure you have received detailed instructions on the workflow for the final Awards night from the Zinnov Awards team.

Max of 2 people are allowed onstage to collect the Award.

We welcome immediate family members to be present – limited to spouses or children.

# WHAT MAKES AN EFFECTIVE NOMINATION

## **Be as detailed as possible**

Detailing everything helps build a stronger nomination. However, keep your nominations crisp and to the point. For example, if there is any recognition or award mentioned, add whether it is organization wide, national, international etc. Assume the juror knows nothing!

## **Complete the nomination form**

All jurors will use the nomination form as the baseline reference for the Awards. An incomplete nomination form will score less, even if you have submitted effective supporting documents

## **Share the load**

Always have multiple stakeholders fill out multiple nomination forms, for example, the HR team fills out all talent related categories, Strategy and Innovation heads take on categories specific to them, etc.

## **Focus on the role of the India center and impact generated**

Across categories, the one differentiator the jury looks for is the level of involvement of the India center in specific initiatives. Another is the key outcomes the team/center has been successful in creating.

## **Submit nominations on time**

We saved the best for last! More often, if you submit your nomination on time, it allows us to vet it and come back with specific feedback points to make the document stronger. This is not the case with nomination forms that are submitted late and may not make it to the jury.

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