



**zinno**  
awards

**2020**

## The Show Must Go On!

As the global economy and the Indian ecosystem continue to feel the aftershocks from the global pandemic, we are enthused, now more than ever, to continue our effort to recognize the organizations and leaders who have had a positive impact on the technology ecosystem in India as well as society at large. Recognition is a powerful reminder that we must forge ahead even during times, where we seem to have reached an impasse.

We are excited to announce that Zinnov Awards is back for its 11th year – focusing on the agents of change in 2020. This year, the Awards will be focused on the individuals and teams who faced adversity and came out on top, leaders who have gone above and beyond their mandates to influence the vision and charter for the global organization by enabling business continuity, setting up a world class operations team, building future ready leadership, driving innovation and focusing on diversity.

Zinnov Awards recognizes the need of the hour is safety and social distancing. Our process will go completely virtual to accommodate this, including nomination submissions, jury deliberations and the final Awards Night.

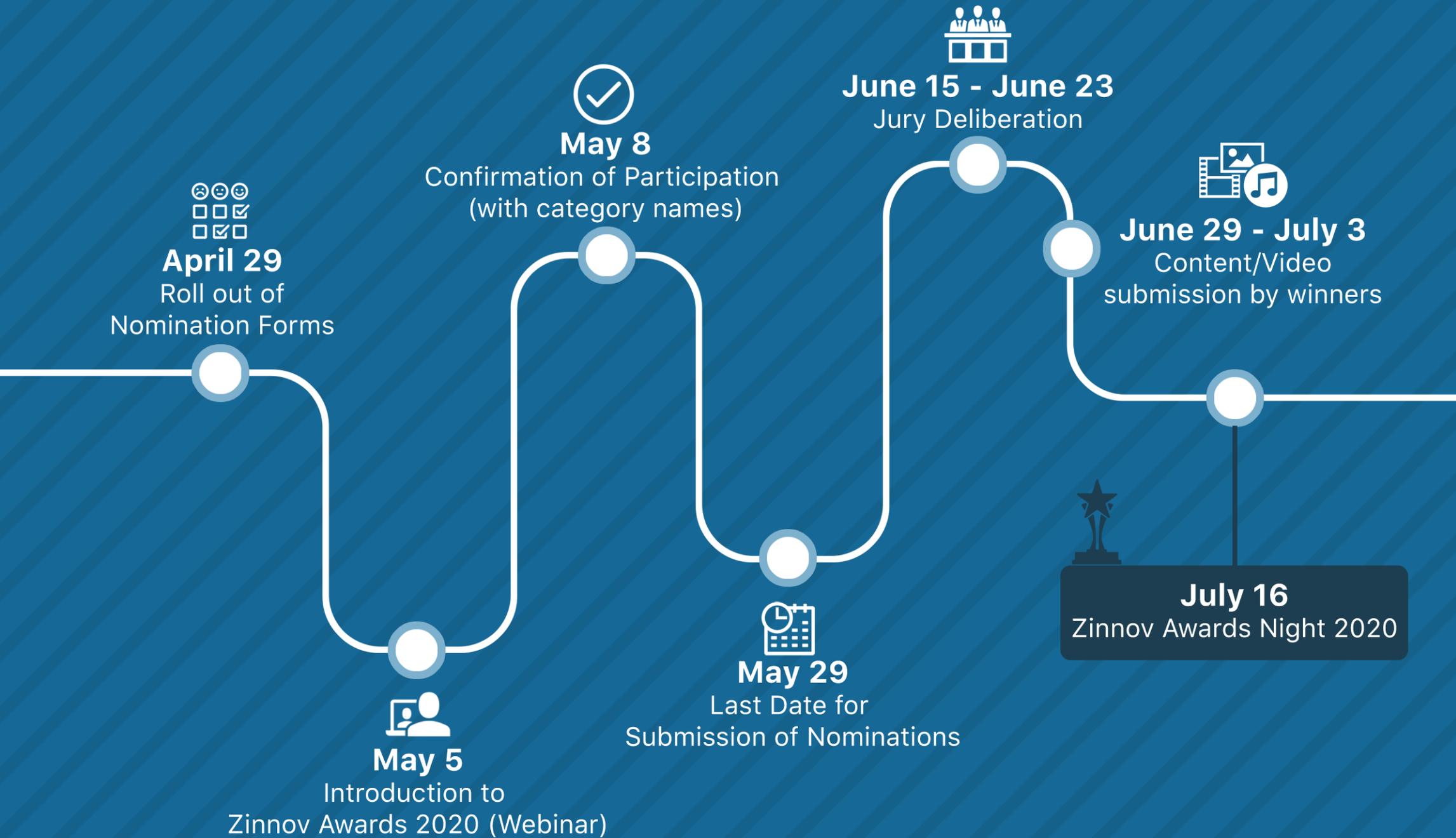
We welcome your participation and hope that the social distance brings the ecosystem closer together!

**Gear up and put your best nomination forward!**

Email completed nominations to [awards@zinnov.com](mailto:awards@zinnov.com) or [faraz@zinnov.com](mailto:faraz@zinnov.com)

For any queries or concerns on the same, you can reach out to the same email IDs

# Timeline 2020



# Categories

## 1 Unlocking Centre Value

This category is a company-wide award for the R&D & IT Organizations, that will recognize those companies who have rapidly evolved from being a pure play cost center to a value center. This category of award will be assessed on the nature and type of transformation, the drivers, the key milestones, and metrics achieved and the key outcomes – technology, business, topline, bottom-line generated. The award will assess initiatives that have been incepted and shown results in the last 3 years (2017-2018 onwards).

## 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: Organization Charter, Culture, Internal Programs & Processes, External Linkages and Innovation Metrics. The assessment criteria will focus on how conducive the environment is for innovation and will also measure the pervasiveness.

## 3 Business Continuity Readiness

This is an organization-wide award that will assess the BCP readiness of GCoEs in dealing with various disruptors and the specific role played by them in mitigating the impact of COVID-19. Assessment criteria include structure of assessment frameworks, efficacy of existing protocols, impact assessment for India as well as impact on the global organization and mitigation of challenges.

## 4 Inclusion and Diversity

This category is a company-wide award to recognize organizations that have established programs and are the gold standards for Inclusion and Diversity in India. The assessment criteria focuses on 4 major drivers of Inclusion, namely, People, People Processes, Operational Enablement and Ecosystem Engagements. This assessment criteria will gauge the inclusive culture and approach promoted within the organization and the measures taken to address the larger socio-economic challenges of I&D.

## 5 Building a Culture of Intrapreneurial Leadership

This is an organization-wide award to recognize those GCoEs that are focused on creating a culture to develop and nurture Intrapreneurial Leaders from the India center and have made concerted efforts to drive a strong leadership philosophy with allied programs to identify and develop leaders to deliver key business outcomes.

## 6 Building World Class Site Ops

An organization-wide award that recognizes GCoEs that have an impeccable site operations team that forms the backbone of any company. The assessment is based on understanding the five key Site Operations functions: Infrastructure, Corporate Services, Legal, Procurement & Sustainability and will also focus on the cohesive functioning of these to support the larger organization charter.

## 7 Next Generation Women Leaders

This category is an individual contributor award for felicitating women leaders in India global centers who have created large scale impact through their business, leadership and/or technology expertise. These women leaders have excelled at mentoring upcoming talent and serve as an inspiration for the industry for excellence in work. The category evaluates excellence shown across the dimensions of individual, organizational and ecosystem development.

## 8 Technical Role Model

This category is an individual contributor award that recognizes those individuals who are technology stalwarts and have served by example and inspired individuals both within their organization and beyond to follow a technical career path. This year, we will also recognize individuals who have created a significant impact in the technologies of Artificial Intelligence/Big Data Analytics and Intelligent Automation.

# The Process

## Submission of Nominations

Zinnov will roll out the nomination forms for **8 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 3rd week of June. This year, it will be a virtual format with all jurors telecommuting to assess the forms. Provisions will be made to ensure that no data is shared or extracted by Jurors. 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.

## Virtual Pitch\*

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 form and pitch. Pitches have to be made by Centre Head -1 or -2

## Winner Communications

If you are a winner, you will receive confirmation of the same by July first week at latest. The winner communication involves confirmation of who will represent the company at the final event, any logistical instructions for the day of the event along with the required details for Award collaterals. It is best to appoint a single point of contact who will help with the communications for the same.

## Zinnov Awards Night 2020

Please ensure you have received detailed instructions on the workflow for the final Awards event from the Zinnov Awards team. This year, the Awards will be an Online broadcast format. As a result, we anticipate that the testimonials, videos and collaterals will take more time and have accounted for the same in the deadlines

# BUILDING OUT A STRONG NOMINATION

## **Be as detailed as possible**

Detailing everything helps build a stronger nomination. 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 talented 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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