



NAVIGATING LEADERSHIP CHALLENGES AND EEO IN A CHANGED WORLD

Excellence in **Innovative Leadership** in State Government Award  
OVERVIEW

Excellence in Innovative Leadership in State Government will be given in two distinct categories:

**Individual**

A thought leader in government who inspired and successfully brought about change to promote excellence in government, high ethical standards and innovative management practices while promoting teamwork; **and**

**Agency**

A government agency that exemplifies outstanding leadership in implementing transforming strategies, customer service, collaborative partnerships, and dedication to championing innovation and creativity in the workforce.

**Criteria and Evaluation**

The APSEA Awards Committee will use the following criteria to evaluate and rank nominees.

**INDIVIDUAL**

The nominee must have been employed by the state government at the time the work being recognized was performed.

1. "Wei Ji" 危机 (The Chinese word for crisis is composed of two characters. One represents danger, and the other represents *opportunity*). An individual who has demonstrated leadership by transforming government programs to meet the challenges in the changing world. For example, the candidate should have demonstrated, through activities that have been implemented, innovative leadership qualities that have been central to the achievement of substantial improvements in government programs. **(25 points)**
2. Demonstrated ability to motivate and inspire state employees to accomplish the impossible. **(25 points)**
3. Highest standard of professionalism: Individual integrity and humility. **(25 points)**
4. Demonstrated results through savings, increased productivity, expanding services, and improvements from applying innovative management techniques. **(25 points)**

**AGENCY**

1. Again, with the Chinese word "Wei Ji" in mind, an agency that has made extraordinary contributions in advancing innovative strategies to improve government services and operations to meet the challenges in the changing world under what are truly crisis conditions in California. For example, the ability to create operational strategies, management structures, verifying performance, allocating budgets with a track record of establishing goals and achieving quantifiable outcomes. **(25 points)**
2. Agency that has made an extraordinary effort to break up silos and improve communication and teamwork by advancing integration of programs both within its agency as well as with sister agencies. For example, demonstrated a keen ability to facilitate collaborative outcomes and common ground in environments of chaos and/or divergent thinking and/or competing interests. **(25 points)**
3. Agency that has made extraordinary contributions in advancing customer service through collaborative efforts with outside organizations, including public-private partnerships. For example, demonstrates a distinct quality of engagement with non-profit organizations, other governmental organizations, the private sector, etc. **(25 points)**
4. Agency that has proven success at empowering and building trust in state employees while encouraging enthusiasm and creativity by excellence in mentoring/coaching and outreach to support upward mobility. For example, demonstrated dedication toward education and training of internal staff and management, as well as external stakeholders, partners, suppliers, etc. **(25 points)**





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SUBMISSION GUIDELINES

**Leadership Qualities**

- Embodies the Wei Ji” 危机 as one who can both identify and lead from a premise of opportunity in the context of challenge;
- Leads by example – engenders loyalty through a commitment to excellence and integrity – in self and others;
- A visionary that bridges instinct with knowledge to empower others to excel, contribute and thrive in environments of dynamic change, and;
- Knows it can be done. Inspires. Motives. Takes action. Achieves results.

**Guidelines for Preparing and Submitting an Innovative Leadership Nomination Package:**

1. Agency/Departments (State of California) and individuals (State of California employees) may submit nominations.
2. Nominees do not have to be members of APSEA.
3. Nominations for Agency/Department submissions must be signed by the Agency Secretary or Department Director.
4. Nominations for individuals must be signed by the individual nominated and, as applicable, the nominating person/group/etc.
5. Nominations may be submitted electronically or by postal mail to:  
**APSEA Statewide Board / Sacramento Chapter**  
**Attention: Leadership Awards Committee**  
PO. Box 22909 (Or via email at: [apsealeadershipaward@gmail.com](mailto:apsealeadershipaward@gmail.com))  
Sacramento, CA 95822-2909
6. **Deadline:** The nomination package must be received by 5 p.m. on Friday, September 14, 2012.
7. **Questions:** Individuals may contact the Awards Committee for questions regarding the awards or nomination process via email @ [apsealeadershipaward@gmail.com](mailto:apsealeadershipaward@gmail.com). A response to your inquiry will be returned within 24 hours.

**Nomination packet should include the following nominee information:**

1. Formal Name, (Individual/Agency/Department) and Title (if applicable) as it might appear on the award.
2. Name and Title of person submitting this application.
3. Agency/Department
4. Full address
5. Phone number and email
6. **Nomination Letter:** A nomination letter of no more than one page describing the nominee’s contributions to innovative leadership in California state government.
7. **Self-Statement:** A one page self-statement from the nominee describing his/her efforts and achievements in promoting excellence in innovative leadership.
8. **References:** The names and contact information of three individuals who can provide support for the nomination (The committee will contact these individuals to learn more about the nominee’s leadership activities).
9. **Biographical Sketch of Nominee:** Biographical sketch cannot exceed one page in length and should describe the nominee’s pertinent background information based on the criteria listed above with description in specific terms with examples. Succinctly describe the highlights of the accomplishments, particularly impact and results.

**Additional Information**

1. **Event presentation:** The award recipients (Agency and Individual) are invited to present a 10-minute panel presentation on the **New Paradigms Roundtable Panel: Leadership Tools, Skills and Approaches for Thriving in A Changed World**, scheduled from 9:45 – 11:45 AM, November 8, 2012. (Please reference the [event brochure](#) for additional information.)
2. **Award Presentation:** Award recipients and their Agency Secretary/Executive Director, etc. will be presented with the Excellence in Innovative Leadership Award at the November 8, 2012, 5:00 – 6:30 PM reception immediately following the day’s event. This is located at the CalPERS Facility, 400 P Street, Sacramento, CA 95816. Each award winner (and their agency representative) should prepare a combined acceptance speech of approximately 5 minutes.
3. Contingent upon resource availability, the selected award recipient(s) will be featured in a video.
4. Award Recipients will be notified by October 5, 2012.

