

Application Form – Excellence in Developing Emerging Leaders

The “Excellence in Developing Emerging Leaders” award recognizes organizations with a future-proof leadership development strategy. Winning entries will showcase a blend of technology-powered learning and strong competency frameworks to cultivate adaptable and innovative leaders. Submissions should demonstrate a focus on continuous learning amongst leaders, ultimately impacting organizational performance and long-term success.

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Section 1 | Quantitative Section

All questions are mandatory, unless stated otherwise; your questionnaire may not be considered complete if these questions are left blank.

Generic Organization Information

1. Company Name	
2. Date of incorporation	
3. Details of award SPOC	
<i>Name:</i>	
<i>Designation:</i>	
<i>Contact number:</i>	
<i>Email ID:</i>	
4. Nature of Business	
5. Type of Entity	Enterprise
6. Nature of ownership in India	Others
7. In case of other, please specify	
8. Revenues as of FY 2025-26	<INR 50 crores per year

HR Metrics

Metrics	Units	FY 2023-24	FY 2024-25	FY 2025-26
Revenue Growth	%			
Profit Growth	%			
Total Employee Headcount – FTE/ Permanent Employees	<i>Nos.</i>			
Total Contractual Employee Headcount	<i>Nos.</i>			
Total HR Employee Strength	<i>Nos.</i>			
HR to Employee Ratio	%			
Gender Diversity Ratio [females to males]	%			
Average Employee Age	<i>Years/Months</i>			
Voluntary Attrition Rate (Annual)	%			
Employee Engagement Scores	<i>On a scale of 1 to 10</i>			

Category Metrics

Metrics	How this is measured (formula)	FY 2023-24	FY 2024-25	FY 2025-26
Total Learning and Development (Talent Development) Budget	NA			
Aggregate Leadership Training Man-days (All formats)				
Average Open Leadership Positions				
Ratio of Promotions to Leadership Positions from Leadership Trained Cohort				
Leadership Trained Employee Turnover				
Leadership Learner NPS				
Average Learning Man-days of Leaders (All formats)				
Average Learning Man-days of employees (except leadership) (All formats)				

Section 2 | Qualitative Section

This segment captures the depth and breadth of the organization's practice. The evaluation criteria are a three-by-three matrix, each unique to the award category. The three pillars of evaluation are Innovation, Sustainability and Impact. Each evaluation criteria clearly defines the expectation. Please go through the definition for each and then share your response in the space provided. Please be sure to include, metrics, success stories, or stakeholder VOCs or anything else to substantiate your responses.

INNOVATION

This criterion recognizes HR practices that are creative and pioneer new approaches, technologies and methodologies to enhance organizational effectiveness, employee engagement, or talent management. Entries must showcase inventive solutions that push the boundaries of traditional HR practices, driving positive change and fostering a culture of creativity within the workplace.

1. New Models of Talent Discovery

The organization uses innovative approaches to identify emerging leaders beyond traditional performance & potential identification metrics.

Based on the definition provided, use this space to share your response.

2. Tech-Enabled Development Ecosystems

The organization leverages digital tools, platforms, and AI-driven insights to create personalized, scalable, and engaging leadership development experiences.

Based on the definition provided, use this space to share your response.

3. Experience-Led Growth Opportunities

The organization offers immersive and unconventional leadership development opportunities that accelerate capability-building in real time.

Based on the definition provided, use this space to share your response.

SUSTAINABILITY

This criterion recognizes HR practices that are built for long-term impact, with alignment to business goals and the ability to scale and sustain over time. Entries must demonstrate how frameworks, processes, and technologies ensure continuity, adaptability, and strategic relevance—beyond individual initiatives or short-term wins.

1. Integrated Talent Architecture

The organization has institutionalized leadership development by aligning it with succession planning, competency frameworks, and long-term business strategy, enabling consistent pipeline visibility and planning.

Based on the definition provided, use this space to share your response.

2. Scalability and Governance Mechanisms

The organization has defined processes, governance structures, and internal as well as external feedback loops that allow leadership programs to scale across functions and levels while maintaining quality and strategic relevance.

Based on the definition provided, use this space to share your response.

3. Culture-Driven Development Approaches

The organization has embedded leadership development into its cultural fabric ensuring that nurturing leaders becomes a shared and continuous responsibility.

Based on the definition provided, use this space to share your response.

IMPACT

This criteria honours HR practices that deliver measurable and substantial results in advancing organizational objectives. Entries must showcase tangible outcomes such as enhanced organizational efficiency and effectiveness or any other measurable metric as an outcome of the transformative initiative.

1. Business-Aligned Leadership Outcomes

The organization shows how emerging leaders' development directly supports key business goals, drives team performance, and strengthens organizational resilience.

Based on the definition provided, use this space to share your response.

2. Strengthened Internal Leadership Pipeline

The organization demonstrates measurable growth in internal promotions & leadership readiness scores indicating a robust and future-ready talent bench.

Based on the definition provided, use this space to share your response.

3. Employee Perception and Engagement Outcomes

The organization has recorded improvements in employee sentiment related to career development, confidence in leadership, and engagement - as seen in survey scores, feedback, or retention metrics.

Based on the definition provided, use this space to share your response.

