

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	Public Sector Enterprise _____
6. Nature of ownership in India	Others _____
7. In case of other, please specify	
8. Revenues as of FY 2025-26	>= INR 1250 crores per year

HR Metrics

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

Category 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)				
Number of leadership programs for E4 to E7 level/ Manager – DGM				
Number of learning programs and interventions				
Number of Learning Interventions aligned with business for example new technologies like AI, Blockchain, VR/AR, Sustainability, Energy Transition, Cybersecurity etc.				
Number of development programs providing international exposure				
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 creatively revolutionize and pioneer new approaches, technologies and methodologies to enhance organizational effectiveness, employee engagement, or talent management. Entries must showcase and elaborate on their inventive solutions that push the boundaries of traditional HR practices, driving positive change and fostering a culture of creativity within the workplace.

1. Customization and personalization

*The organization **showcases** a framework to identify and analyse leadership pipeline/ succession planning/ high-potential identification & development process across levels within the organization.*

*The organization **demonstrates** customization and personalization in learning based on the assessment/ feedback received to the learning initiative/program.*

*As a result, there is a **well-defined framework** of identified gaps, competencies, and outcomes for diverse leadership/ managerial levels (in the context of leadership development).*

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

2. Development of senior leadership

The organization showcases, on-going opportunities, use-cases and success stories for the continual development of its leadership cohorts. The organization integrates these learning opportunities like conducting follow-up knowledge sessions, integrating learnings into the everyday flow of work etc. by the leadership cohorts.

The organization creates value and measures the impact of these interventions in quantitative & qualitative terms of profitability, productivity, talent engagement, cost savings, increase in efficiency etc.

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

3. Delivery methods impacting motivation and satisfaction

The organization showcases various learning methodologies/ multi-modality learning interventions for the design and delivery of leadership development interventions.

The organization demonstrates/uses objective and unbiased diagnostic techniques for need analysis in line with diverse learning styles

The organization creates value in the limited learning time available (with its leadership cohort) by using innovative learning practices.

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

SUSTAINABILITY

*This criterion recognizes HR practices that drive **operational excellence** in a way that minimizes the negative impacts on the environment and supports well-being of employees and communities at large. Entries must showcase future forward paradigms in **business sustainability** that foster long-term profitability and resilience.*

1. Strategic alignment

*The organization **integrates** a rigorous framework for aligning learning outcomes to skill/competency gaps and the organization's strategic vision.*

*The needs assessment framework **defines** input sources and captures various data points prior to actualization of learning goals and program design.*

*The organization has **created** a robust process to continuously identify leadership acumen requirements in line with its strategic vision.*

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

2. Leadership competency framework

The organization has **created** a robust framework encompassing all roles/employee levels within its leadership framework.
The organization **demonstrates** competencies/ competency framework that the organization seeks to train/build emerging leaders on.
The framework **adapts** - to the organization's business direction and scale - from time to time.

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

3. Assessment, feedback and experience mechanisms

The organization **integrates** an on-going review and governance process to ensure relevance and timeliness of content of interventions.
The organization **captures** learner feedback on content across various touchpoints and integrates that into the existing content framework.
The organization **creates** impact through interventions like creating communities of learning/ practice, post-program follow-up etc. for its leadership cohorts.

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

IMPACT

This criterion honours HR practices that deliver measurable and substantial results in advancing organizational objectives, employee engagement and turnover larger community impact. Entries must showcase tangible outcomes such as enhanced operational efficiency, improved employee satisfaction, positive community impact, or any other measurable metric as an outcome of the transformative influence.

1. Measurable impact on effective leadership

*The organization **creates** tangible and intangible value as result of effective leadership - revenue, new client acquisition, profit, new dimension or product etc.*

*The organization **creates** tangible and intangible value as result of effective leadership - productivity, task/process enhancement, automation, speed to outcome, retention, etc.*

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

2. Depth in leadership development

The organization **integrates** a robust process across the employee lifecycle to ensure, depth in leadership development.

This process comprehensively **encompasses** geographical, functional and role diversity ensuring depth the leadership development.

The organization has a **well-defined governance** process, that includes feedback and data collation to understand the spread/breadth of its leadership development interventions.

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

3. Impact on succession planning

The organization **showcases** a robust framework to measure the impact of its leadership development interventions on succession planning.

The organization **demonstrates** on-going improvement in its succession bench strength or the like, as a result of its leadership development activities.

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



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