



National Native American Human Resources Association

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www.NNAHRA.org

Human Resources Leader of the Year

That National Native American Human Resources Association (NNAHRA) is honored to announce their annual HR Leader of the Year award.

This award recognizes model Human Resources Leaders who contribute to their organization by improving their tribal organization's bottom line, achieving business results, demonstrating leadership or developing innovative programs.

Eligibility

Nominees must:

- Be a NNAHRA member in good standing at the time of nomination.
- Must have a minimum of 5 years' experience in the human resources profession and three years' in a tribal human resources leadership role.
- Be a Human Resources leader of a tribe or tribal enterprise for at least one year by June 30, of the current year.
- The nominator is required to complete the full nomination form with further documentation by **August 31 of the nominating year.**

Finalists must:

- Consent in writing to the nomination and publication of both name and photo in connection with the NNAHRA Award of Excellence.
- Be available to attend the awards celebration luncheon at the NNAHRA annual conference, which is held on the Wednesday, the final day of the conference. You will be asked to appear on stage and address the audience during the award celebration.
- Award finalists will be given one complimentary registration to attend the full three day conference the following year and assist in recognizing that year's awardee.

Award Process

The judging process for this award is broken down into two separate phases.

- Phase One – Preliminary nominations are reviewed by the award committee panel who selects the top 3 candidates to move to the finalist stage. During this stage, nominees and/or nominators may receive a phone call to discuss their nomination by a committee member.
- Phase Two – Finalist will then be asked to complete a full nomination package with appropriate supporting letters and documents. The full nomination packages will then be put forth to the judging committee for the selection of the award recipient.

Award recipients will be announced live at the celebration luncheon at our NNAHRA annual conference.

Judging Criteria

The NNAHRA Award of Excellence requires a demonstrated level of accomplishment in three different areas. While the nominee may excel in one or more of the areas, a demonstrated accomplishment in all four is required to receive the award.

1. Leadership – The nominee demonstrates leadership and vision in advocating people practices and motivating others to effect positive change, is a role model, and shares their knowledge and experience with others.
2. Organizational Impact – The nominee frequently champions change in the pursuit of continuous improvement and strategic advantage for the organization.
3. Commitment to the HR Profession – While serving as an ambassador for the organization, the nominee is involved in activities that contribute to the HR community and profession as well as being focused on their own professional development and growth.
4. Dedicated to the mentoring and development future tribal human resource leaders.

Judging Committee

The distinguished judging committee will be comprised of no less than 3 NNAHRA Board Members, 1 past recipient, 2 senior human resources practitioners and 1 consultant with insight and experience in initiatives and people practices programs.

Terms and Conditions

- Both NNAHRA members and non-members are encouraged to be a nominator.
- Nominees must be members in good standing with NNAHRA at the time of nomination.
- Nominations are accepted from all Tribal industry and sector individuals.
- Self-nominations cannot be made in this category.
- The NNAHRA award committee reserves the right to check the nominee's references and to confirm the accuracy of the information provided in the nomination package.
- There is no fee to submit a nomination; however, award finalists are responsible for any travel costs related to their participation in the awards program.

Benefits for Award Recipients

The recipient of the HR Leader of the Year category will receive:

- An Engraved Award memorializing your achievement
- Free Registration Fee at NNAHRA's annual conference for the following year
- Public recognition at NNAHRA's award celebration
- Recognition on NNAHRA.org website
- Exposure in Indian Country magazine – mention in a post conference article (Working on this at the moment)
- Recognition and congratulations in NNAHRA media publications.

Please contact the [Award Coordinator](#) for more information regarding the awards

Nomination Process

To nominate an individual for HR Leader of the year, please provide the information requested below and email it to [Award Coordinator](#).

1. Nominator: Please provide your name, title, organization, mailing address, phone and email.
2. Nominee: Please provide the nominee's name, title, organization, mailing address, phone and email
3. Explain in detail why you are nominating the individual, and how the following criteria are demonstrated:
 - a. Leadership
 - b. Organizational Impact
 - c. Commitment to the HR Profession
 - d. Dedication to developing future tribal human resource leaders

All finalists will be asked to complete a full nomination package with appropriate supporting letters and documents. The full nomination packages will then be put forth to the judging committee for the selection of the award recipient.

About NNAHRA

The National Native American Human Resources Association (NNAHRA) is a non-profit organization comprised of human resources professionals working for a Native American Tribe or providing professional human resources services to Tribes.

No matter where you are in your career, intern or seasoned executive, NNAHRA will provide you with the support and knowledge to lead your organization to success.

**"NNAHRA – Growing Professional Networks,
Strengthening Tribal Knowledge and
Developing Successful Human Resource
Professionals"**