



zinno
awards

2022

HANDBOOK

The last 2 years have truly tested our mettle – our ability to stand tall in the face of unanticipated disruptions and become antifragile as organizations and an ecosystem. There is a collective sense of relief as the pandemic recedes and we settle into the 'new normal.' But during these dark times, we had beacons of hope and resilience – both organizations and individuals – who have made a positive impact on the ecosystem as a whole.

To recognize and celebrate these visionaries and change makers, we are back with the 13th edition of Zinnov Awards. This edition will focus on honoring the Titans in Tech – the India centers and individual role models who have created an impact on a global scale. Along with our marquee categories, we have introduced newer categories in the 2022 edition – these categories aim to recognize and applaud those India centers that have successfully braved disruptions and influenced the vision and charter for the global organization to become trailblazers in the Indian ecosystem.

We welcome your participation and hope that our endeavor will bring the ecosystem closer together.

Gear up and put your best nomination forward!

The Awards night is scheduled for 21st July 2022

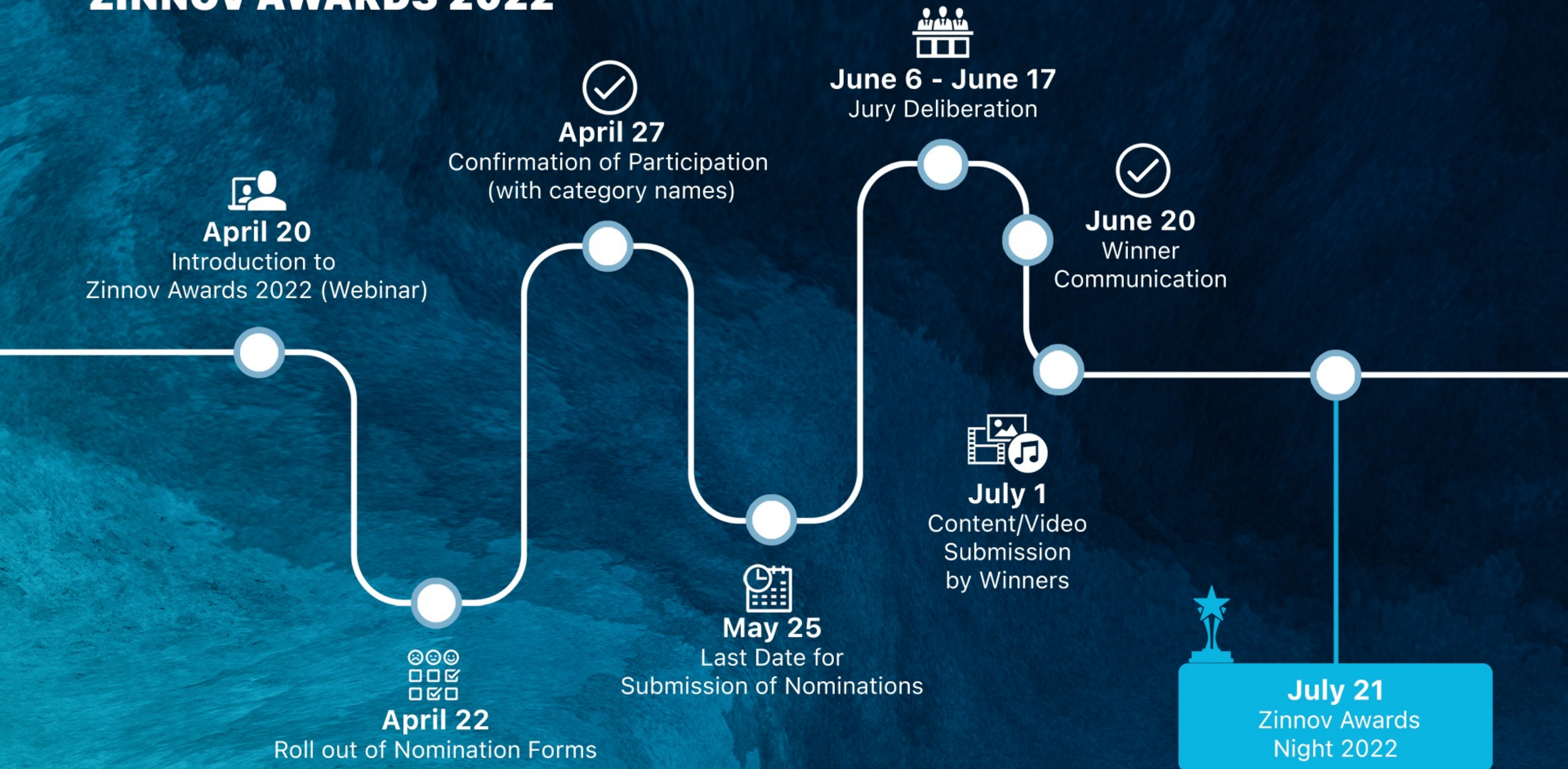
Once you have downloaded the forms, fill them in completely (see '**What makes an effective nomination**').

Email the completed nominations to awards@zinnov.com

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

Please continue reading for all details on Zinnov Awards 2022!

TIMELINES FOR ZINNOV AWARDS 2022



AWARD CATEGORIES FOR 2022

● ORG-WIDE AWARDS

● INDIVIDUAL AWARDS

CHAMPIONS IN UNLOCKING CENTER VALUE 1

This is a company-wide award that will recognize those companies that have rapidly evolved from being a pure-play cost center to a value creation center. This category will assess Global Centers of Excellence (GCoEs) on the nature and type of transformation, the drivers, the key milestones, and metrics achieved and the key outcomes – across ER&D, IT, BSFI, and GBS teams.

BEST IN CLASS CENTER OF EXCELLENCE (COE) 3

This is a company-wide award that recognizes those India centers that are leading the way in driving innovation and research in specific technologies/processes, while facilitating collaboration across various business units. These COEs act as the "go-to" teams for cutting-edge research and innovation in relevant areas, providing indispensable value to the parent organization. The assessment will be across two areas – Technology COE and Process/Functional COE.

EXCELLENCE IN TALENT ENGAGEMENT IN THE HYBRID AGE 5

This is a company-wide award for organizations that have successfully managed to keep their workforce engaged, productive, and connected, post the pandemic in a hybrid work model. The assessment criteria will gauge the efficacy of the strategies implemented and the programs in place that measure the effectiveness of talent management and performance of employees and processes, as well as compensation and incentive programs.

AATMANIRBHAR GCOE 7

This is a company-wide award category that recognizes organizations that have created large-scale impact by conceptualizing, designing, developing, and manufacturing products from India. The assessment criteria will focus on the drivers, key metrics and milestones achieved, and the key outcomes derived through such technology innovations for both Software as well as for Hardware products.

TECHNICAL ROLE MODEL 9

This 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. As part of this award, we will also recognize individuals who have created a significant impact in the technologies of Artificial Intelligence/Big Data Analytics and Intelligent Automation.

GREAT PLACE TO INNOVATE 2

This is a company-wide award to recognize companies that are focused on value creation from India 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 of the innovative mindset and culture, across the GCoE.

PIONEERS OF INCLUSION AND DIVERSITY 4

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 6 major drivers of Inclusion - namely - People, Ecosystem, I&D Charter, Culture and Workplace 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.

BRAND BY DESIGN – EXCELLENCE IN EMPLOYER BRANDING 6

This is a company-wide award that recognizes organizations that have successfully created a brand name in the talent market and are considered employers of choice. The assessment criteria will gauge the efficacy of organizations across various parameters including the company's values, vision, culture and its dissemination across installed and potential talent as part of their Employee Value Proposition (EVP).

NEXT GENERATION WOMEN LEADERS 8

This category is an individual contributor award to felicitate women leaders in India, 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.

LEADER EXTRAORDINAIRE 10

This is an individual contributor award that recognizes leaders who have mentored and influenced other leaders from the ecosystem for them to be able to achieve positions of eminence either in India or Globally. This award category will look at the scale as well as the seniority of the leadership influenced by the leader extraordinaire.

THE PROCESS

1

SUBMISSION OF NOMINATIONS

Zinnov will roll out the nomination forms for 10 categories. Each company is allowed to participate in a maximum of **3 company-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.

2

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 might need revisions.

3

RE-SUBMIT NOMINATIONS (IF APPLICABLE)

A maximum of 2 days will be given to companies to resubmit 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.

4

JURY DELIBERATIONS

The jury process is typically scheduled for the second week of June. 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.

5

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 based on a weighted average of the form and pitch. Pitches have to be made by the Center Head -1 or -2

6

WINNER COMMUNICATIONS

If you are a winner, you will receive confirmation of the same by the third week of June, at the latest.

The winner communication involves confirmation of who will represent the company at the Awards ceremony, 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 these communications for the same.

7

ZINNOV AWARDS NIGHT 2022

Please ensure you have received detailed instructions on the workflow for the final Awards ceremony, from the Zinnov Awards team.

This year, the Awards will be a Hybrid format (in-person as well as online broadcast). For winners who will be joining us virtually, we anticipate that the testimonials, videos, and collaterals will take more time and have accounted for the same in the deadlines.

Previous year winners are not eligible to nominate for the same category
*Virtual pitch will be only carried out in case of a tie during jury deliberations

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 that 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 talent-related categories, Strategy and Innovation heads take on categories specific to their areas of expertise, etc.

Focus on the role of the India center and impact generated

Across categories, the one differentiator that 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 to strengthen it. This is not the case with nomination forms that are submitted late and may not make it to the jury.

