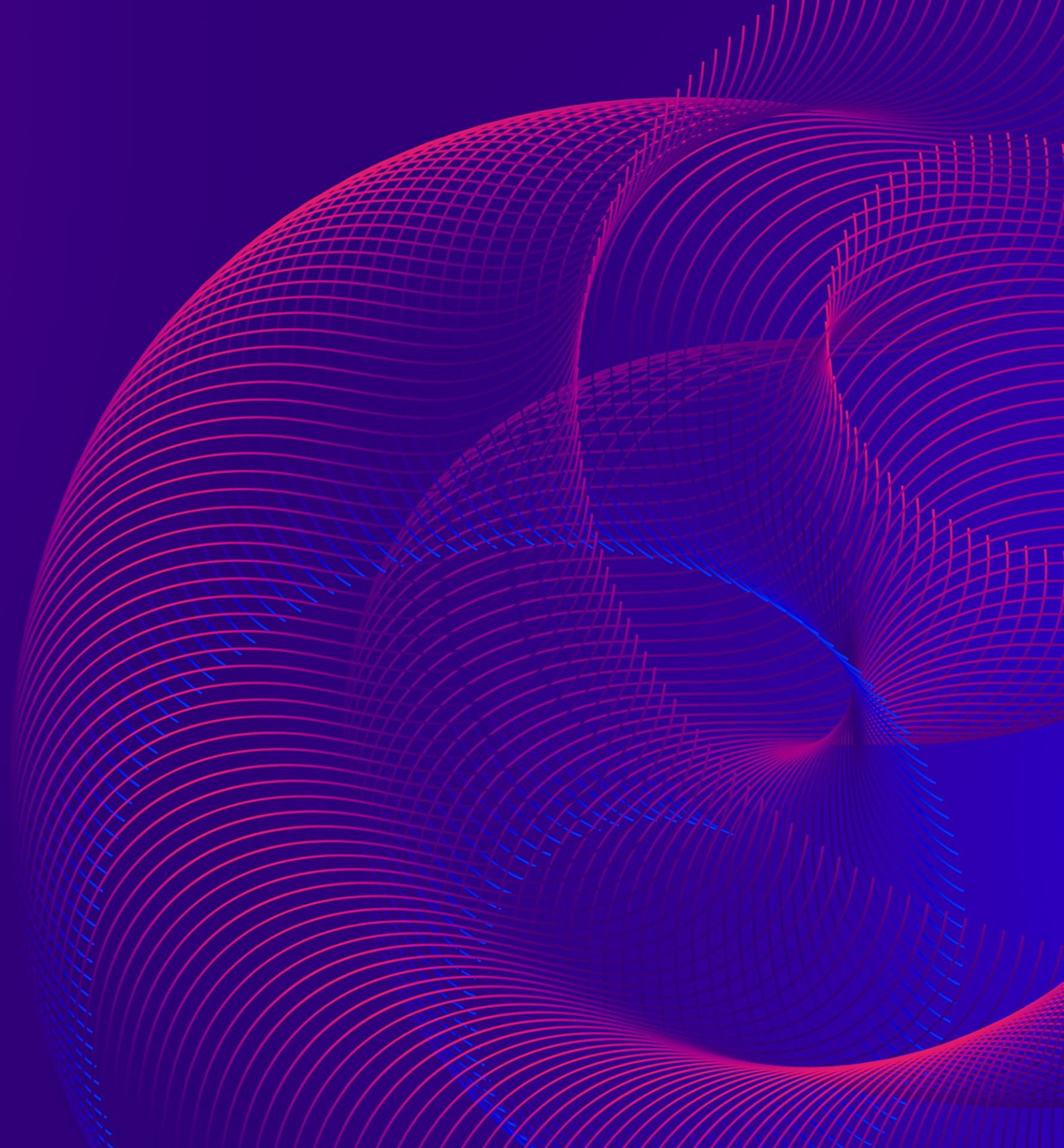


zinno
awards



2023



We are thrilled to announce that Zinnov Awards is back for its 14th edition, focused exclusively on GCCs. We have emerged stronger for having been tested in the COVID-19 crucible, ready to take on newer challenges and disruptions. But we are facing them with our heads held high, with pioneering organizations and leaders leading the way forward.

To recognize and celebrate these visionaries and change makers, 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 2023 edition, 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 look forward to celebrating the exceptional achievements of our industry's finest.

Gear up and put your best nomination forward!

The Awards night is scheduled for **13th July 2023**.

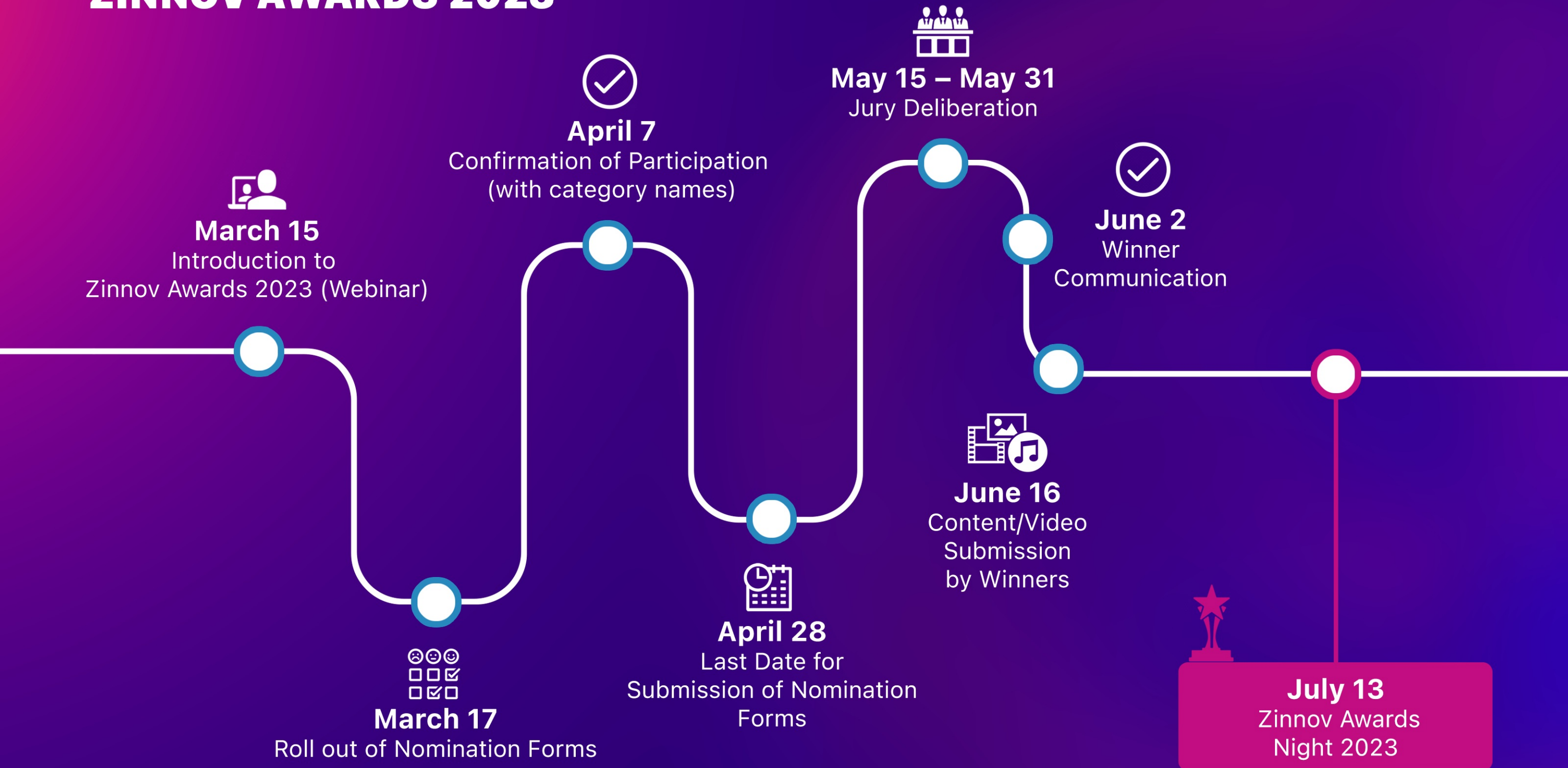
Once you have downloaded the forms, fill them in completely (see 'What makes an effective nomination').

Email the completed nomination forms to awards@zinnov.com or jupitora@zinnov.com

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

Please continue reading for more details on Zinnov Awards 2023!

TIMELINES FOR ZINNOV AWARDS 2023



AWARD CATEGORIES FOR 2023

1 CHAMPIONS IN UNLOCKING CENTER VALUE

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 Capability Centers (GCCs) on the nature and type of transformation, the drivers, the key milestones, and metrics achieved and the key outcomes – across ER&D, IT, and GBS teams.

2 GREAT PLACE TO INNOVATE

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 GCC.

3 MOST EFFECTIVE GLOBALIZATION (HUB & SPOKE)

This is a company-wide award to recognize how well GCCs have leveraged a multi-location strategy to achieve objectives such as process standardization, talent development, innovation, and cost reduction. The assessment criteria will focus on how functions, talent, and portfolios are split across locations, the effectiveness of governance & operating model, and the collaboration & communication mechanisms present.

4 MNC-ACADEMIA PARTNERSHIPS

This category is a company-wide award to recognize GCCs for effectively leveraging Universities in India in a true partnership model. The assessment criteria will be based on the nature and breadth of partnerships, duration, depth of collaboration, and the successful impact created as a result of the same.

5 EXCELLENCE IN TALENT ENGAGEMENT IN THE HYBRID AGE

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.

6 BRAND BY DESIGN – EXCELLENCE IN EMPLOYER BRANDING

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).

7 AATMANIRBHAR GCC

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.

8 NEXT GENERATION WOMAN LEADER

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 through their work. The category evaluates excellence shown across the dimensions of individual, organizational, and ecosystem development.

9 TECHNICAL ROLE MODEL

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.

ORG-WIDE AWARD

INDIVIDUAL AWARD

THE PROCESS

1

SUBMISSION OF NOMINATIONS

Zinnov will roll out the nomination forms for 9 categories. Each company is allowed to participate in a maximum of **3 company-wide categories and nominate up to 20 persons per individual 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 POC or at least keep the POC in loop for all communications.

2

NOMINATION FORM AUDIT

Once we receive the nomination forms, 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 additional days will be given to companies to resubmit their nomination forms. In case the company is unable to do so, the first nomination form will be considered as final for jury consideration. Please note that we will not accept any nomination forms beyond the stated deadlines.

4

JURY DELIBERATIONS

The jury process is typically scheduled for the third week of May. 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 will be 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 first 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.

7

ZINNOV AWARDS NIGHT 2023

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 closed-door black-tie event. A good number is 2 people onstage to collect the Award. We welcome immediate family members to be present – limited to spouses and/or children.

Last 2 years' (2021, 2022) winners are not eligible to nominate for the same category
*Virtual pitch will only be 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, and so on.

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.



FROM THE VAULT - 2022

10 Categories
175+ Companies
400+ Nominations
32 Winners
43 Jury Members