Vanguard Visionary Award

Submission Checklist

☐   Contact Information

☐   Recommendations

☐   Entry Essay

☐   Optional Multi-Media Supplements

Vanguard Visionary Award

In celebration of our 30th anniversary, the Community of Human and Organizational Learning (CHOLearning) is proud to introduce the inaugural Vanguard Visionary Award. This prestigious award recognizes emerging talent and exceptional promise in the fields of Human and Organizational Performance, Root Cause Analysis, Data Analytics, Organizational Culture, and High-Reliability Organizing. The Vanguard Visionary Award aims to spotlight individuals who demonstrate outstanding potential, innovative thinking, and a commitment to advancing knowledge and practices in our field.

Process:

Submissions will be made via www.cholearning.org between April 1, 2025 and May 10th, 2025.
Judging will conclude on May 24, 2025.
Winner will be announced during the 31st Annual Learning Conference. Attendance is not required.

Entries include:

- Biographical information
- 1000 – 2000-word entry essay
- 2-3 professional recommendations
- Optional multi-media supplement materials not to exceed 5 minutes

Qualification Requirements:

- **Demonstrated Excellence:** Candidates should have demonstrated excellence in their professional endeavors, whether through academic achievements, practical contributions, innovative projects, or leadership initiatives. Their work should reflect a deep understanding of the subject matter and a commitment to driving positive change within organizations and communities.
- **Innovative Thinking:** Nominees should exhibit a capacity for innovative thinking and creative problem-solving in addressing challenges related to Human and Organizational Learning. This may include the development of new methodologies, technologies, or approaches that contribute to improving organizational performance, fostering a just culture, or enhancing reliability and safety.

- **Commitment to Learning:** Inductees must demonstrate a strong commitment to continuous learning and professional development. This may include participation in relevant educational programs, certifications, workshops, conferences, or other forms of professional enrichment that contribute to their growth and expertise in the field.
- **Potential for Impact:** Candidates should demonstrate the potential for significant impact and influence in the future of Human and Organizational Learning. This may be evidenced by their vision, ambition, and leadership potential, as well as their ability to inspire and mobilize others toward shared goals and objectives.

Selection Process:

The recipient of the Vanguard Visionary Award will be selected through a rigorous evaluation process conducted by a five-person committee comprised of experienced professionals and scholars in the field of Human and Organizational Learning. Nominees will be assessed based on their qualifications, achievements, and potential for future impact, as outlined in the qualification requirements.

Award Presentation:

The recipient of the Vanguard Visionary Award will be honored during a special ceremony at the annual CHOLearning conference, where they will receive recognition for their accomplishments and contributions to the field. In addition to public recognition, the awardee has the option to host a monthly webinar and will be featured on the CHOLearning website.

Conclusion:

The Vanguard Visionary Award embodies the spirit of innovation, excellence, and forward-thinking that defines the Community of Human and Organizational Learning. Through this award, we seek to celebrate and support the next generation of leaders and visionaries who will shape the future of Human and Organizational Learning, driving positive change and advancing the collective knowledge and practices of our field.

Official Judging Criteria for the CHOLearning Vanguard Visionary Award

The judging criteria for the Community of Human and Organizational Learning (CHOLearning) Vanguard Visionary Award are designed to identify and recognize emerging talent and exceptional promise in the fields of Human and Organizational Performance, Root Cause Analysis, Data Analytics, Organizational Culture, and High-Reliability Organizing. The following criteria will guide the selection process for identifying the recipient of this prestigious award:

- **Innovative Thinking and Problem-Solving Skills (25%):**
  - Demonstrated capacity for innovative thinking and creative problem-solving in addressing challenges within Human and Organizational Learning.
  - Evidence of the nominee's ability to develop and implement novel methodologies, technologies, or approaches that contribute to improving organizational performance, fostering just cultures, or enhancing reliability and safety.
- **Leadership Potential and Impact (25%):**
  - Assessment of the nominee's potential for significant impact and influence in the future of Human and Organizational Learning.
  - Evaluation of the nominee's vision, ambition, and leadership potential, as well as their ability to inspire and mobilize others toward shared goals and objectives within their organization or community.
- **Commitment to Continuous Learning (20%):**
  - Evidence of the nominee's commitment to continuous learning and professional development through participation in relevant educational programs, certifications, workshops, conferences, or other forms of professional enrichment.
  - Demonstrated engagement with emerging trends, best practices, and cutting-edge research within the field, reflecting a dedication to staying informed and up-to-date with evolving knowledge and practices.
- **Recommendations and Endorsements (15%):**
  - Strong recommendations and endorsements from colleagues, supervisors, mentors, or other recognized professionals in the field, highlighting the nominee's exceptional promise, accomplishments, and potential for future success.
  - Endorsements should provide insights into the nominee's character, work ethic, and contributions, as well as their potential to make meaningful contributions to the advancement of Human and Organizational Learning.

- **Demonstrated Impact and Contribution (15%):**
  - Evidence of the nominee's contributions to the advancement of Human and Organizational Learning, including specific examples of projects, initiatives, or accomplishments that have made a positive difference within their organization or the broader community.
  - Demonstrated ability to apply knowledge and skills in practical settings, resulting in measurable improvements in organizational performance, culture, or reliability.

Note: Each criterion will be evaluated on a scale from 1 to 10, with a total score out of 100. Nominees will be assessed based on the strength of their qualifications and achievements relative to these criteria. The judging panel will exercise discretion and expertise in their assessment to ensure a fair, credible, and thorough evaluation process.

Through the diligent application of these criteria, the CHOLearning Vanguard Visionary Award aims to identify and honor promising professionals who demonstrate exceptional potential to shape the future of Human and Organizational Learning, driving innovation, and fostering positive change within our community and beyond.

Judging will conclude on May 25, 2025.