



Most Effective IT Team Award Criteria:

Nominated teams will be judged and awarded points on these effectiveness categories:

1. Innovation and Team Collaboration (30)
2. Organizational Change management (20)
3. Business Value creation (40)
4. Community service (10)

1. Innovation and Team Collaboration:

a. Definition of Innovation (15 points):

Innovation involves deliberate application of information, imagination and initiative in deriving greater or different values from resources, and converted into useful products.

Criteria: points awarded based on the innovative idea (something very new and different or an improvement to existing product/offering), and degree of implementation (fully implemented, partially implemented, to be implemented)

b. Definition of Collaboration (15 points):

- Cooperative arrangement in which two or more parties (which may or may not have any previous relationship) work jointly towards a common goal.
- Knowledge management (KM): Effective method of transferring 'know how' among individuals, therefore critical to creating and sustaining a competitive advantage. Collaboration is a key tenet of KM.
- Negotiations: Conflict resolution strategy within the organization that uses both assertiveness and cooperation to seek solutions advantageous to all parties. It succeeds usually where the participants' goals are compatible, and the interaction among them is important in attaining those goals.

Criteria: points awarded based on the level of collaboration within the above 3 areas.

2. Organizational Change Management (20 points)

Definition: Organizational change management (OCM) is a framework for managing and effectively communicating the effect of new business processes, changes in organizational structure or cultural changes within an enterprise. Simply put, OCM addresses the people side of change management (communication, awareness, desire, knowledge, ability, and sustainability).

Criteria: points awarded based on the Organizational Change effectiveness.

3. Value Creation (40 points)

Definition: In management, business value is an informal term that includes all forms of value that determine the health and well-being of the firm in the long run. Creating value for customers helps sell products and services, while creating value for shareholders, in the form of increases in stock price, insures the future availability of investment capital to fund operations. Value to employee leads to improved productivity and job satisfaction. Value to operations leads to lower costs and higher margins.

Criteria: points awarded based on the value created (impact and effectiveness) in the following areas (10 points each):

- Company value – shareholder value (% based on company size)
- Operational value – savings, efficiencies (% based on company size)
- Customer value – based on customer impact
- Employee value – based on improvements for the employees

4. Community Service (10 points):

Definition: voluntary work intended to help people in a particular area.

Criteria: points awarded based on level of community betterment and based on whether it is a corporate effort they participate in or an effort by the team.