



Excellence in the Workplace Award

This award recognizes a LeadingAge Ohio member organization that demonstrates effectiveness in fostering a healthy workplace culture and an environment that promotes the recruitment, retention and development of staff at all levels of the organization.

The nominated organization will:

- Demonstrate, in policy and practice, that investing in the staff and the workplace environment is critical to the delivery of quality care and services
- Demonstrates innovation in its workforce development practices
- Ensure that all levels of staff receive education, training and growth opportunities
- Regularly assesses staff satisfaction and acts promptly on the results with positive outcomes
- Shows noteworthy achievement in staff retention, as evidenced by longevity and professional growth of employees.

Application Questions for Excellence in the Workplace

Q1: Summarize the key points of this award nomination. In a nutshell, what do you most want the judges to know about this organization and its workplace culture?

(200-word limit)

Q2: What characteristics of the nominee's workplace environment or culture make it especially effective, admirable, and worthy of recognition? That is, how is this workplace different, and better, than the typical, quality aging-services workplace? Give examples.

(600-word limit)

Q3: Has the nominee created or adopted any innovative approaches to workforce development? If so, describe the innovation(s) and what has been achieved.

(600-word limit)

Q4: What ongoing opportunities and incentives does the organization give employees at all levels to learn, develop and grow, both in acquiring new skills and being mentored and supported as individuals, caregivers, managers and leaders? Give examples.

(600-word limit)

Q5: How does the organization assess and measure employee satisfaction? In addition, describe the organization's experience with staff longevity and staff retention. Give examples and provide data to support your answer. *(600-word limit)*



Q6: Provide a brief description of the nominated organization's mission, size, scope of services, and persons served. *(200-word limit)*