

## TMG Peer-to-Peer Recognition Program

In the 2014 TMG Focus Groups, TMG employees expressed a need to feel more valued for their contributions. In response to this feedback, the TMG Total Compensation Re-Design Sub-Committee recommended a peer-to-peer recognition program as one way to acknowledge great work and show appreciation between TMG colleagues. This TMG recognition program launched in 2018 and runs annually.

The program is intended to recognize TMG members who are contributing to a brighter McMaster through the demonstration and reinforcement of McMaster's core leadership capabilities.

### *How does it work?*

The program provides TMG members an opportunity to recognize their fellow TMG colleagues. Through a short nomination process, the nominator will be asked to share examples of how the nominee has demonstrated one or more of the six core leadership capabilities; (*Takes a Strategic Approach, Communicates & Collaborates, Drives Results, Champions Change & Innovation, Develops People, and Invests in Relationships*).

A maximum of one award for each of the six leadership capabilities will be granted, which could result in a maximum of six TMG members being recognized annually.

The selection criteria will be based on the depth and breadth of examples provided on the nomination form.

### *Who is eligible?*

Full-time and part-time TMG members are eligible to participate. Nominators are encouraged to think of TMG colleagues they work with through projects and/or committees as well as TMG colleagues in their immediate department or faculty area.

### *Who can submit a nomination?*

As the intent of this program is for TMG members to recognize their colleagues, nominators must be members of TMG.

Nominations from all levels of TMG will be supported which may include supervisors nominating their direct reports or TMG members nominating their supervisors.

### *How does the selection process work?*

A selection committee will be convened composed of members from the TMG Committee and TMG Sub-Committees. This committee will meet to review all completed applications once nominations have closed.

The TMG Committee Co-Chairs will notify all award recipients and invite them to attend the TMG Forum for the presentation of their award.

Human Resources will contact each award recipient to finalize their award selection.

### *What happens with award recipients?*

Each award recipient will be profiled on the TMG website and will receive a personalized certificate and congratulatory letter from the University President. Recipients will also receive a congratulatory gift as part of the award.

### *Will this program run annually?*

The program will continue on an annual basis. The Committee will solicit feedback to enhance the program and gather additional suggestions for how to highlight and recognize the outstanding leadership practices of TMG members.

### *Where can I find out more information about the program?*

Visit the [TMG Peer Recognition website](#) to review the nomination form and related documents regarding the selection process. Detailed information about the leadership capabilities is also available.