

Nomination details- Champions Change and Innovation

**please note that any identifying information has been removed. Please use the nominee's name and department in your nomination package.

Provide specific examples of how your nominee acts as a positive change agent

The nominee focuses on transformative vision of business processes and employees where employees become empowered to contribute to the creation of that vision. In addition to the environmental benefits, the nominee realized the positive impact of a hybrid work format for employees on both mental health and physical health – she set in motion a committee to review the possibility of a hybrid work format for the department while balancing experience of our key stakeholders. The committee developed basic guidelines and through consultations with each unit within the department, ensured every employee's voice is acknowledged and communicated to the management team. The nominee prioritized both student experience and employee experience to find an optimal arrangement that not only uplifted service delivery to students but also to employees.

Provide specific examples of how your nominee illustrates resilience and adaptability.

During the pandemic, change has been the only constant. As policies and procedures changed in response to the pandemic and with the needs of students and staff, the nominee demonstrated resiliency and adaptability. A specific example would be adapting to the new way of working in the pandemic and ensuring all employees have the resources they need to meet their job goals (from laptops to virtual social events for staff).

Provide specific examples of how your nominee identifies and fosters opportunities for continuous improvement.

The nominee identified an opportunity to innovate and improve the way we work. She aligned her thoughts, words and actions and set in motion a new Committee to develop a new way of working that nurtured the needs of students and employees. Rather than getting caught in the momentum of bringing employees back to work all days of the week – she learned from the efficiencies gained from remote work and balanced it with a hybrid style to encourage collaboration. Through the committee, she followed through on McMaster's goal of equity, diversity, and inclusivity by recognizing that different employees thrive in different work arrangement styles and empowered everyone to succeed in attaining their professional and life goals.

Provide specific examples of how your nominee seeks and utilizes feedback

The report and the feedback received from every single employee from the aforementioned Committee consultations was reviewed by the nominee and much of the feedback was implemented as our department began the Hybrid Work Model pilot this fall. This includes resources and supports for staff to ensure they can meet their job goals.