



IoD Scotland Director of the Year Awards

Example of a Phase 1 Nomination Form

The performance of the nominee's company or organisation in the last 12 months

Excellent growth is nothing new to this company, but to once again have its most successful year and to grow by 10% year-on-year by April 2015 is a truly remarkable long-term performance. The company is a market leader and has this year positioned itself for radical change. Since April, this company has achieved control of 40% of the market. As it approaches its market share goal, this year has seen the first major moves to diversify and build future success on innovative services.

The nominee's role in improving the organisation's performance in the last 12 months

The nominee has a clear vision of where she wants the business to be, and has the strategic mindset necessary to get there. Her dedication to improved manufacturing efficiency has been achieved by identifying production process savings of £50K-£80K.

Overseen

1. Equity raise
2. Restructure of main board
3. Restructure of operational executive team
3. Significant manufacturing transformation
4. Highly effective leadership of 2 crisis management events
5. Business entry into new categories
6. Leading & steering high growth business through constant change & evolution

What makes this individual an outstanding director?

This nominee's energy and enthusiasm are infectious and she has been instrumental in repositioning the business away from being seen as a local producer to a business with international credentials. She is an inspirational leader who excels in bringing out the best in those she works with. Her clarity of purpose, commitment to people and collaborative, team centric approach have brought consistent success to the company. She is resilient and robust, able to thrive in difficult times. Her commitment to responsible and sustainable business is readily apparent. She has maintained her commitment to people in the current market, continuing to invest in the company's pioneering apprenticeship programme. Incentivising staff and providing access to accredited training, she has excellent motivational skills which are key to organisational success and allow employees to achieve SVQ qualifications. Lower staff turnover and greater business stability have resulted. Her values are reflected in the culture of the company, which has continued to support local business by working with local suppliers and allowing them to share in the company's international success, as well as supporting local charities. This nominee has developed a reputation as an astute leader. She continually strives to further her professional development as a director.