



Director Award Recognition Program

Purpose...

To have prestigious awards consisting of three levels of recognition for the GWRRR Director Corps that acknowledges and honors notable Directors, who are industrious, dedicated, and worthy of consideration for further advancement. These levels will be...

- Senior Director
- Director Merit Award
- Director of the Year Award

Annually, GWRRR will recognize and honor outstanding Directors who have distinguished themselves through performance and dedication above their peers. Once a Director achieves senior status, they qualify to be further recognized by being selected to receive the "Director Merit Award" or as the "Director of the Year" by their peers. The Design of the Director Award patch has provisions to add the "Merit Award" and the "Director of the Year" patch to the bottom of the initial senior patch as illustrated to the right.



Increase the number of qualified candidates whose demonstrated success in carrying out program responsibilities are deserving of advancing to the next level of responsibility, thereby improving the likelihood of selecting exceptional candidates for succession planning and individual advancement.

Utilize the pool of leadership talent available in Senior Officer Corps, as an additional resource to share responsibilities and to assist in situations where an advisory team is needed.

To increase the opportunities for qualified Officers to continue to develop personally and provide their Chapter, District or Region the benefit of their advanced skills and proven experience.

To offer a competitive environment that will encourage our Officers to be the best they can be and to provide a method to reward those who achieve superior levels of accomplishment.

Candidates for Senior Recognition...

Officers who hold the position of Chapter Director, District Director or Region Director are eligible to be considered candidates for the Senior Officer designation provided that, when compared to their peers, they are **ABOVE AVERAGE** and excel in the execution of their position expectations. Only Officers who have distinguished themselves by demonstrating excellence in service to the Membership will be rewarded with this title.

The promotion to Senior Officer shall be reserved for those Officers who measure at least an four (4) on a scale of five to zero (5-0). The candidate must have at least two years in a position to have enough experience to contribute to the Association at a level deserving of merit with respect to the appointment. Candidates for the Senior Officer position should meet the following criteria:

Criteria for Senior Candidate Consideration...

Nomination Criteria as a Leader

- Appearance represents pride in GWRRA (wears 10" patch)
- Is recognized as a positive role model by their peers
- Is well respected, personable, and recognized by peers as an outstanding Officer
- Is MEMBER focused with a demonstrated record of service to the Association
- Is capable of managing disgruntled Members or leadership issues with fairness and integrity
- Is supportive in administration of GWRRA goals, policies and procedures
- Has implemented the teaching of the OCP and participated in other development training
- Has achieved low member expiration ratios, high growth, and the elimination of "phantom" nonmembers

Nomination Criteria as a Facilitator

- Conveys a positive in attitude and has demonstrated the use of a Team approach
- Candidate has demonstrated excellent delegation skills involving Core and supporting Team members
- Candidate has demonstrated excellent coaching and mentoring skills with their Team
- Candidate is a vigilant steward of Association and Member assets and financial welfare
- Possesses excellent written and verbal communication skills

Nomination Criteria as a Supporting Team Member

- Takes objective instruction well from their appointing Officer
- Maintains good working relationship with District/Region Teams
- Supports GWRRA programs: Rider Ed
- Supports GWRRA programs: Leadership Training
- Supports GWRRA programs: Membership Enhancement
- Has a keen desire to advance to the next level or cross train across programs

Nomination and Approval for a Senior Officer...

It is the appointing officer's responsibility to exercise fairness and integrity in determining a candidate's worthiness for consideration of appointment to Senior Officer. Without bias, the appointing Officer must put forth a conscientious and thorough assessment of the candidate to be considered. Therefore, it is expected that any Senior Officer Candidate meet the above criteria and be able to fulfill the expectations of the Senior Officer position. The approval process for awarding the Senior Officer designation follows:

- Chapter Directors require the written recommendation of the District Director and the concurrence of both the District Core Team and the Region Director.
- District Directors require the written recommendation of the Region Director and the concurrence of both the Region Core Team and the International Core Team.
- Region Directors require the recommendation of the Director of GWRRA and the concurrence of the International Core Team.

Expectations of Senior Officers...

The primary expectation of a Senior Officer is their willingness and ability to assist their appointing officer and core team with task oriented assignments, while continuing to satisfy the demands and responsibilities of their current position. The Senior Officer Program is an opportunity to learn while doing and will provide the foundation for consideration of the next level of service.

The Senior Officer should fulfill the following expectations:

- Be a positive **ROLE MODEL** for others to follow.
- Assist with mentoring and coaching of other volunteer Officers and team members
- Assist with the planning and staging of events and activities within the district and region.
- Assist new chapters with advice, expertise and coaching to develop a strong foundation of leadership.
- Assist other chapters or districts that may require support or experience in planning their gatherings or activities.
- Assist in the communication flow of the Association at all levels.
- Support the betterment of the Association in areas such as image, visibility, growth and retention.
- Endeavor to be a mediator and a solution minded problem solver for Officers and Members alike.
- Assist with targeting and developing new officer prospects.
- Be a vigilant steward of Association and Member assets and financial welfare.

Senior Officer Approvals...

Officers appointed to the position of "Senior" will receive the Director Award Senior patch.

Copies of paperwork concerning Senior Officer Appointments should be maintained at the respective District and Region levels.

Candidates for Director Merit Award and Director of the Year Award...

Annually, GWRRA recognizes and honors outstanding Senior Directors who have distinguished themselves through performance and dedication above their peers. These awards are announced and presented during the Opening Ceremonies at Wing Ding.

Nominations for recognition are requested from each of the Regions during the first quarter of each year. Regions will request nominations from the District Director for consideration. Region Directors will review the nominations (and include the District Director for consideration as appropriate) and select those that are felt deserving of recognition. These will be submitted to the Director of GWRRA no later than March 30th of each year. Nominations are expected from all Regions.

All nominations submitted are considered for the Director Merit Award. While not a hard and fast rule, the Director of GWRRA attempts to recognize one outstanding Director from each Region. At the discretion of the Director of GWRRA, additional awards may be presented based upon the number and quality of nominees submitted. A Director Merit Award recipient can be reconsidered for the award as they hold higher Offices in the Association and are found to excel in their new position.

From the pool of nominees, the Director of GWRRA and the International Team will review and select one Director for recognition as the GWRRA Director of the Year based upon the written nomination and any

additional letter of recommendation or support submitted with the nomination. A Senior Directors that has previously received the Director Merit Award can be reconsidered for the Director of the Year Award. However, as previously mentioned a recipient of the Director Merit Award can only receive the award once for the position they held when awarded. Neither the International Directors nor the Director of GWRRA is eligible for either of the awards. There are many outstanding Directors, but there can only be one GWRRA Director of the Year. Award recipients will not be revealed until Wing Ding.

Criteria for Director Merit Award and Director of the Year Award Consideration...

The following criteria should be considered in the evaluation of potential nominees:

1. An active Senior Director and current member in good standing.
2. Actively and positively promotes all GWRRA REP, MEP, LTP programs in all aspects
3. Be current and active in the Rider Education Levels Program at a minimum of Level III
4. Assists their appointing Director with planning and execution of their GWRRA Programs and functions
5. Completes and submits Budget, Financial Report, and 990 return on time
6. Promotes, supports, and participates in many, if not all, of their sister Districts and Region functions and events
7. Actively works with their appointing Director to target and develop future leaders.
8. Through example demonstrates the teachings of the OCP by serving as an outstanding Team leader and a supporting Team Member.

Nomination for Approval Merit Award and Director of the Year Award...

To be considered for these prestigious awards, nominations must be submitted with a written statement attesting to their activities and support, any unique qualities or accomplishments and other reasons for consideration. The written nomination material will be the only information considered during the selection process; therefore it must be as complete and descriptive as possible.

1. Chapter Directors require the written recommendation of the District Director and the concurrence of both the District Core Team and the Region Director.
2. District Directors require the written recommendation of the Region Director and the concurrence of both the Region Core Team and the International Core Team.
3. Region Directors require the recommendation of the Director of GWRRA and the concurrence of the International Core Team.