



NOMINATION 2016 FORM



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LIVE UNITED



Greater Milwaukee
& Waukesha County

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The ONE MKE Mission

Our mission is to transform leadership and relationships in order to foster and retain a diverse pipeline of talent and improve cultural competence within the city of Milwaukee.

The Diversity Leadership Society is a United Way donor network composed of diverse individuals working to ensure every family in the United Way four-county footprint has the opportunity to flourish; no matter their diversity of thought, gender, age, ethnicity, and geography. Through giving, advocating, and volunteering, members help position diversity and inclusion as the blueprint for a strong, successful community.

The Driver Of Diversity Awards reception is an opportunity to highlight those individuals and corporations that embrace and understand the benefit of Driving diversity by fostering and retaining a diverse pipeline of talent and improving cultural competence in order to positively impact our city and work towards a ONE MKE.



**Awards will be presented
in the following categories:**

ONE MKE Driver of Diversity
Professional of the Year

ONE MKE Driver of Diversity
Executive of the Year

ONE MKE Driver of Diversity
Entrepreneur of the Year

ONE MKE Driver of Diversity
Corporation of the Year

ONE MKE Driver of Diversity
Board Diversity Award

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ONE MKE Driver of Diversity Professional of the Year

As this award is intended to showcase both the contribution by and the standing of the professional's effort to drive diversity among professionals in Milwaukee's economic and social well-being. The nominee should demonstrate eminent achievement and distinguished service through professional endeavors, particularly in the following areas:

- The nominee's outstanding service/activity should have culminated in the previous year and be the result of an outstanding cumulative effort over many years.
- The degree to which the community has benefited as a whole from the nominee's activities should be notable, as should the worth of the community's benefit.
- Personal sacrifice, commitment and ethical behavior should be outstandingly evident.

ONE MKE Driver of Diversity Executive of the Year

This award is intended to showcase both the contribution by and the standing of the C-Suite executive's effort to drive diversity among other C-suite executive leaders in Milwaukee's economic and social well-being. The nominee should demonstrate eminent achievement and distinguished service through professional leadership particularly in the following areas:

- That the outstanding level of leadership and impact should have had a direct reflection of diversity across their entire organization/company.
- That the degree to which the organization/company, city, and community has benefited as a whole from the nominee's activities should be notable, and visible throughout the increase of diverse talent among their employees and entire organization/company.

ONE MKE Entrepreneur of the Year

A nominee entrepreneur must be an owner/manager primarily responsible for the recent performance of a company that is at least two years old. Founders of public companies are eligible, provided the founder is still active in top management. The entrepreneur should demonstrate eminent achievement in diversity across employees, and their commitment to embracing diversity should be visible through how their footprint continues to positively work towards a ONE MKE.

ONE MKE Driver of Diversity Corporation of the Year

As this award is intended to highlight a corporation who exemplifies deliberate and conscious efforts of senior leadership, and understands that ensuring the diversity of the organization is not only the right thing to do, but that it is a sound business imperative. This corporation demonstrates the commitment of senior leadership as the CEO and senior leaders are actively engaged in this initiative: setting its strategic vision, overseeing its programs, and sponsoring employees into leadership development programs. This corporation has created a business model that fosters, recruits, and retains culturally diverse talent, as well as exhibits exponential growth in the increase of culturally diverse individuals across positions held in top management and on their board of directors.

ONE MKE Driver of Diversity Board Diversity Award

This award is intended to feature the board of directors of a local company or organization who have made an intentional and purposeful effort to ensure that the community served by the board is accurately represented. This board is also committed to the idea that critical community issues can be better addressed with diverse talent at the table.

Selection Process

The ONE MKE Board of Directors will examine all nominations and determine the three leading candidates in each category. These three leading candidates in each category will then be advanced to the Diversity Leadership Council as Semi Finalists for final determination and selection, and awarded at ONE MKE's Driver of Diversity Awards Reception.

The Eight Critical Leadership Skills

as identified by pioneer in the field of Diversity, Bill Proudman, Founding Partner and CEO, WMFDP are as follows:

Courage

- Stands by the principles most dear to them
- Takes risks speaking truth and acting to create change

Integrating Head and Heart

- Balances intellect with emotional maturity and ability to empathize and connect with others
- Recognizes how his/her leadership presence affects other's performance

Listening

- Acknowledges others ideas in order to broaden own viewpoint
- Can fully hear others whose perspectives are different than mine

Balancing Key Paradoxes

- Recognizes leadership challenges aren't problems to solve but paradoxes to manage
- Knows successful leadership requires him/her to satisfy contradictory needs and goals

Leveraging Ambiguity and Turbulence

- Extends view to others to include "both/and" thinking, rather than "either/or" thinking
- Extends patience to self and others

Managing Difficult Conversations

- Initiates and engages in direct, honest and timely conversations without blame in order to maximize partnerships
- Chooses appropriately when to share clear feedback and when to share his/her own perspective

Seeing/Thinking Systemically

- Continuously seeks to understand and interpret dynamics to create a more equitable and just world
- Looks beyond individual ways of knowing to explore and make sense of patterns that he/she sees outside of themselves

Being an Agent of Change

- Embraces the chaos that comes with change and understands the feelings people experience during change
- Demonstrates how to create inclusion, ownership and commitment while implementing change

The Eight Critical Leadership Skills as identified by pioneer in the field of Diversity, Bill Proudman, Founding Partner and CEO, WMFDP are as follows:

- Courage
- Integrating Head and Heart
- Listening
- Balancing Key Paradoxes
- Leveraging Ambiguity and
- Turbulence
- Managing Difficult Conversations
- Seeing/Thinking Systemically
- Being an Agent of Change



Please select a nomination category.

- ONE MKE Driver of Diversity Professional of the Year**
- ONE MKE Driver of Diversity Executive of the Year**
- ONE MKE Driver of Diversity Entrepreneur of the Year**
- ONE MKE Driver of Diversity Corporation of the Year**
- ONE MKE Driver of Diversity Board Diversity Award**

In 500 words or less please provide an example of how your nominee demonstrates the critical traits of a leader in Diversity.

To submit a nomination, please send an e-mail specifying for which category the nominee is being nominated, a completed nomination form answering all eight questions, the nominee's résumé, and a high-resolution headshot of the nominee to info@onemke.org. Incomplete submissions will not be considered.

Deadline for submission is Friday, August 19, 2016.

The 2016 Driver of Diversity awardees will be announced at the Driver of Diversity Awards Reception.

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