



THE  MERITS SUMMIT & AWARDS

ENTRY GUIDE

## Mission

**To recognise achievements and elevate organisational, leadership and people development.**

Since 2017, MERIT has been providing a unique forum for HR and L&D directors of international companies from different industries and executive education leaders. Further to our mission to empower people and organisations and elevate the state of corporate learning “The MERITS” were launched in 2021 to award impactful transformational initiatives.

## Why Enter/Benefits:

- GAIN RECOGNITION in an international community of HR/L&D and higher education leaders
- GROW YOUR NETWORK connecting with executives and experts from different countries
- BENCHMARK - share your insights into best practices and learn from fellow professionals
- CELEBRATE your achievements and boost your team’s motivation
- ENHANCE YOUR COMPANY PROFILE with free marketing and PR exposure
- RECEIVE FEEDBACK and valuable recommendations from the judging committee

### And more:

- Additional online exposure via article(s) developed by the MERIT editorial team, showcasing your case study and its strengths in website with more than 3K traffic per month;
- Social media exposure of your case study on all MERIT profiles with 1000+ followers;
- Exposure to data base of 30K+ in the MERIT newsletter
- Brand exposure on the MERIT website and MERIT Leadership Community (MLC) members platform, as well as showcasing your case study online to all MLC members
- A special webinar showcasing your case study organised by the MERIT team
- Participation in the MERIT Annual Report sent to 30K+ people worldwide via email and sharing it into SM with 1000+ followers. The report contains the most significant MERIT topics discussed throughout the whole year as well as all winning case studies.



## Who can participate:

HR, Talent, L&D, and Executive Education professionals, alone or together with partner organisations such as consultancies, and learning providers.

## How to participate:

You can submit your best initiatives in the following areas:

- **Organisational Development**
- **Leadership Development**
- **People Development**
- **Innovation in Higher Education**
- **Innovation in Learning**
- **ESG (Environmental, Social and Governance)**

There may be several award categories in each area, taking into consideration:

1. The organisation type and size (e.g. SME or Large);
2. The geographical outreach of the initiative – local, regional, global;

\* The organisers and judging panel reserve their right to assign or reassign your project to a category based on their interpretation of your project's goals and strengths.

## Criteria:

The review of your application will be based on four main criteria – the 4 “I”s:

1. **Ideation** – needs analysis, approach, design;
2. **Implementation** – stakeholder buy-in, engagement;
3. **Impact** – on the organisation, its people and the outside world;
4. **Innovation** – introduction of new ideas, methodology, or technology.



## Timeline:

### 7 October

End of application process

### 9 - 12 October

Evaluation of the applications

### 13 October

Notification of shortlisted contestants

### 6-7 November The MERITS Summit & Awards

Presentation and discussion of the case studies

### 7 November

Awards Ceremony and winner  
announcements



## Jury:

MERIT Leadership Community members, executive education leaders, and experts.

## Process:

Online submission form. Details in the timeline on page 4.

## Presentation:

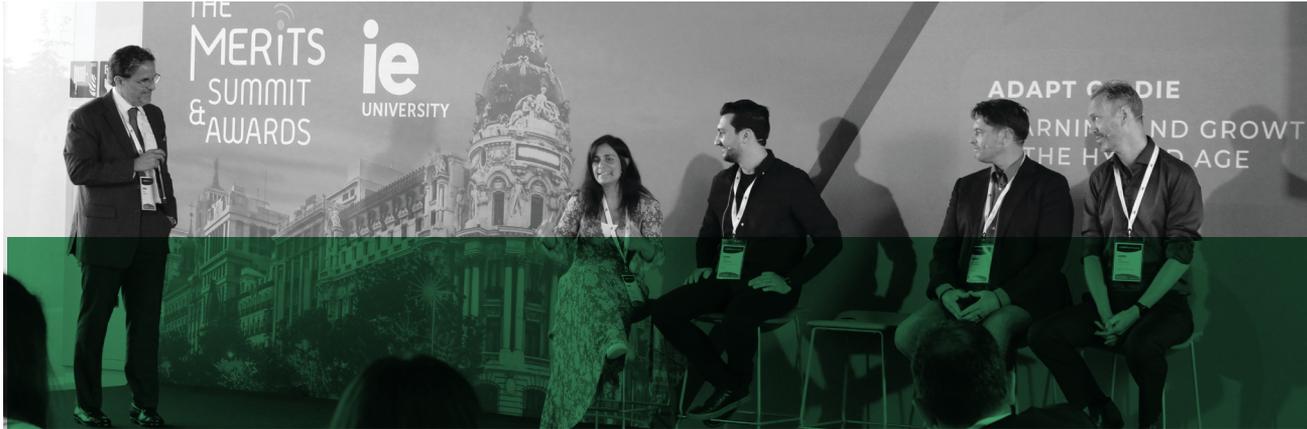
Shortlisted applicants will be notified and invited to present at the MERIT Summit & Awards held on 6-7 November 2023 in Paris, France.

## Award Ceremony:

The winners will be announced at the Awards Ceremony on the second day of the summit.

## Submission Fee and Summit Participation:

Submission is free. Selected entries are expected to attend the summit and do a short presentation of their initiative in the form of a case study. All applicants will be expected to book a ticket to the conference, or to have secured the ticket of a delegate representing them in lieu, before receiving eligibility for a showcase presentation.



## THE MERITS Awards-Terms & Conditions

### **Confidentiality:**

The award organisers and jury members hereby confirm that they will:

- keep confidential all information communicated during the course and after this Award.
- not disclose any information of the applications to any third party.

### **Submission:**

Submissions to the 2023 award contest “The MERITS” will be accepted in English only.

The contestant may select an award category upon submission (optional). The organisers reserve the right to allocate or reallocate projects to the most suitable award category at their discretion.

In applying, applicants acknowledge that all deadlines and/or dates pertaining to “The MERITS” 2023 are subject to change. In case such changes to the deadlines and/or dates of the 2023 MERIT Summit occur due to inevitable reasons and participants have already booked or secured tickets to the conference as per the conditions below, but are not able to attend at the new dates and /or meet the new deadlines, such tickets shall automatically become valid for the 2024’s summit and can be used under next year’s summit’s terms and conditions. For avoidance of any doubt, the contestants acknowledge that the organisers shall not be obliged to return the value of already booked or secured tickets, but transfer such for next year’s summit together with the right of participation. In such cases, the organisers shall not be bound to cover any other expenses and/or losses the participants might endure due to inevitable restrictions and reasons for re-schedule of the 2023 summit beyond organisers’ control.

**Summit Attendance:**

All contestants acknowledge that, in the event of their project being shortlisted, they will be expected to attend and present at the 2023 MERIT Summit. In submitting their project, they acknowledge that non-attendance will result in their submission foregoing eligibility for this year's awards.

The organisers will notify all contestants of their submission's outcome. Unsuccessful contestants will also be notified by email.

All shortlisted contestants will be eligible for a presentation at the 2023 MERIT Summit.

In submitting their project, contestants commit to attend the event in person, or to send a delegate on their behalf to present their work and accept the award they have won.

The case study presentation slot is to be allocated by the organisers in accordance with the final programme of the event. The date and time will be communicated to the presenter in advance, in addition to guidelines for the presentation format and structure that need to be respected by the presenter.

Shortlisted contestants presenting their work will be expected to make themselves available to attend both days of the summit. Though the organisers will endeavour to allocate slots according to the travel arrangements of presenters, they cannot guarantee that they will be able to accommodate specific requests.

To be eligible to present their project, contestants need to book a ticket to the conference or secure a ticket for a delegate representing them. All applicants will be expected to confirm their attendance or the attendance of a representative before a deadline set by the organisers.

For avoidance of any doubt, all short-listed contestants who fail to attend and present at the 2023 MERIT Summit for any reason, lose their right to receive an award at this year's summit, where as they have the right to take part in next year's summit by attending and presenting as per the terms and conditions that shall apply for next year's summit.

In such case, the contestant who has gained next high score as per the jury's evaluation, is included in the short list of contestants and entitled to attend and present at the 2023 MERIT Summit under the terms and conditions herein.

### **Evaluation:**

All contestants can expect their project to be evaluated by at least three judges. The MERITS' judging panel consists of members of the MERIT Leadership Community, though the organisers reserve the right to subject projects to external assessment at their discretion. The judges will be asked and obliged to declare potential conflicts of interest.

All evaluation decisions made by the judging panel and organisers are final.

### **Presentations:**

All contestants seeking to present their work at the 2023 MERIT Summit will be expected to present their work in English. This stipulation applies to all material and media pertaining to all presentations, including, but not limited to, PowerPoint and/or Prezi presentations, videos, spoken content, and all other audio-visual content.

All contestants seeking to present their work at the 2023 MERIT Summit will be expected to conform to all deadlines, requirements, and amendment requests pertaining to their presentation. All contestants acknowledge that failure to comply with any deadlines or amendment requests may result in the loss of their eligibility to present at the summit, and that, in such an event, the organisers accept no responsibility for any consequence, including but not limited to a loss of revenue or funding and/or expenses, arising as a result of a contestant losing their eligibility to present at the summit.

Presentation slots will be allocated on a one-presenter per-project basis. The organisers reserve the right to reject any proposals that require an individual presenter to present more than one project, and all contestants should ensure that, if they or their organisation wish to submit more than one project, and to present more than one of those hypothetically successful projects, they are able to send the appropriate number of delegates to the event.



The organisers reserve the right to make any amendments or deletions to all material submitted to them for the purposes of presentation at the summit. The organisers will send presentation guidelines and tips and endeavour to consult all presenting contestants about their presentation.

**Applicable Legislation:**

The Bulgarian laws shall apply for any matters of interpretation and/or disagreements in regards to the compliance with these terms and conditions. The Bulgarian courts shall be the competent authority in case of any legal disputes herein.

These terms and conditions have been dully handed in to all participant, let to their knowledge and accepted by them. For avoidance of any doubt, any participant who has sent a submission and applied under the forementioned conditions, by this act automatically declares receipt and acceptance of these terms and conditions.

The MERITS Awards were launched in 2021 to recognise and celebrate achievements in leadership, organisational and people development, as well as innovation in the higher education sector.

Organisations from around the world submitted their case studies, which were assessed by a jury of peers, executive education leaders and experts and presented at the summit. We could not have been more excited to honour the teams behind such impactful initiatives for their inventiveness and perseverance during these dynamic times.

## The MERITS 2022 Winners

**Leadership Development: ING** for *Think Forward Leadership Experience (TFLE)*

**People Development: IE University & Amazon** for *Amazon Despega Online Training Program*

**Organisational Development: ASG & ShaeVitality** for *AI Epigenetic Vitality Program at ASG EMEA*

**Innovation in Higher Education: NOVA School of Business and Economics & StartsSe** for *xBA - Exponential Business Administration Program*

## Special Mentions

**Diversity, Equity & Inclusion: The CITI** *Women Leadership Development Program*

**Executive Development Partnership: The Danfoss-INSEAD** *Strategic Excellence Program*

**Innovative Learning Strategy: Xprtise & AskAlrijne** - *Learning at the Moment of Need*

**People Development – SME: Corilus & Squid Consulting** – *Shape Up Our Talent Program*

**Culture Change: Daiichi Sankyo Europe** – *Better Conversations & Coaching Executive Certification Program*

Contact Us

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