

PacMtn’s *‘Nancie Payne Workplace Excellence Award’* Organizational Profile and Survey

What is the award, and why should employers want to participate?

This award honors the life and the work of Nancie Payne, Ph.D.  Nancie was a champion of adult special needs learning and was a sought after speaker and professional development trainer across the United States and Canada.  Nancie’s professional experience involved workforce, welfare, education and rehabilitation.

Nancie served at various levels of the Learning Disabilities Association of America (LDA), where she eventually became President.  She was founder and President of Payne & Associates and the Northwest Center for the Advancement of Learning.    Nancie served on the Board of Directors for Pacific Mountain Workforce Development Council (PacMtn), an administrative and fiscal agent in workforce development.  Continuing her pursuit to improve the lives of individuals with learning disabilities, she was also involved in other organizations outside LDA and PacMtn including Commission on Adult Basic Education (COABE), Washington State Business Leadership Network, and the Thurston County Economic Development Council.

Nancie brought her deep insight and knowledge to all of her work.  She wrote numerous articles and book chapters on facilitating learning, assessment of special needs, transition to employment and workplace accommodations.

PacMtn has developed the Workplace Excellence Award in honor of Nancie's dedication to workforce, welfare, education and rehabilitation.  The award recognizes workplace excellence and customer service, meaningful employee engagement, a constructive, diverse and progressive workforce culture, and organizations that commit themselves to better business management practices to ensure successful mission achievement.

The review committee will choose up to three (3) winners; two (2) honorable mentions and one (1) grand prize of $1,000 to be used for employee development, enjoyment and acknowledgement.

Directions on how to fill out the Organizational Profile and Employee Survey

1. Participating organizations can obtain the application packet by going to [www.pacmtn.org](http://www.pacmtn.org).
2. Management fills out Section 1: Organizational Profile.
3. Management provides emails of staff along with their completed Organizational Profile for staff to complete the survey. Participating staff receive the link to the survey via Survey Monkey from PacMtn.
4. Once the application materials are complete, Organizational Profiles and Surveys merge into a completed application packet for each submitter. The review committee reviews the applications, rank applications based on the application criteria, and chooses a winner and honorable mentions (HM).
5. Selection of award winners and HMs completed in writing. Announcement and award given in December at the 2018 Regional Expo.

\*Alternative to online submissions: In the event of a technical issue, or if the employer would like an alternative way to submit their materials, they can also have the opportunity to fill out the profile and employee survey in paper form by the deadline and mail it to:

Pacific Mountain WDC

Attention: Vanessa Wasman

1570 Irving St SW

Tumwater, WA 98512

Application materials and surveys are to be completed and submitted by 11:59 pm Tuesday, October 31st, 2018. Winners will be chosen by Friday, November 9th, 2018 and notified by Monday, November 12th, 2018.

**Section 1: Organization Profile** (to be filled out by employer/management)

1. Organization Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. Application complete by (Name and Title)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. Contact person (Name and title if different from above)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. Contact person phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. Contact person email\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
6. Business Address\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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City, State, Zip\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Headquarters Address (if different)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address

City, State, Zip

1. How did you hear about this award?
2. Type of ownership

□ Public □ Private □ Nonprofit

Industry:

1. Number of employees at your location
2. Year organization was founded
3. Briefly describe your organization and scope of services

**Section 2: Employee Comment Survey** (to be filled out by anonymously employees via Survey Monkey by choosing a numerical or star rating.) Employer: Please provide employee email addresses in order for them to complete the Employee Comment Survey.

1. How would you rate the diversity of your workplace?
2. How would you rate your level of personal enjoyment while working for this employer?
3. How often are employees rewarded and/or recognized for their efforts and achievements?
4. Do you think relationships between employees and management are positive and exhibit workplace excellence?
5. How would you rate employee training and development in your workplace?
6. How would you rate the opportunities for career advancement in your organization?
7. How would you rate overall employee engagement in your workplace? (Give examples of employee engagement.)
8. How would you rate the environment and facilities in which you work? (Are facilities easy for all to access and properly maintained? Is your workspace comfortable and maintained?)
9. How would you rate the overall leadership qualities of management in your workplace?
10. How would you rate the overall reputation of your organization?
11. How would you rate the compensation and benefits you receive?
12. Is there anything you’d like to add that relates to workplace excellence in regards to your organization? (Optional comments only.)

Thank you for your application!