2026 PSRW Leadership Award — Example Winning Nomination

1. Models Values, Culture & Trust

I am honored to nominate this colleague because they consistently model integrity, transparency, and accountability in ways that strengthen trust across our team. During a recent system disruption that affected both staff and customers, they stepped forward to help share clear updates and coordinate information. They were honest about what was known, what was still being resolved, and what actions were underway, which helped reduce uncertainty and maintain focus during a stressful time.

In everyday work, they lead by example through reliability and respect. They follow through on commitments, acknowledge mistakes openly, and encourage constructive problem-solving rather than blame. They actively invite feedback from others and demonstrate humility by reflecting on their own growth areas. Because of this, people feel safe raising concerns, suggesting improvements, and speaking candidly.

They also recognize the contributions of colleagues and make sure successes are shared, reinforcing that achievements are collective. This approach has strengthened relationships, improved morale, and fostered an environment where people feel valued and supported. Through both daily actions and challenging moments, this colleague demonstrates that values are not just statements, but consistent behaviors that shape how we work together.

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2. Cultivates Shared Strategic Vision & Direction

This colleague helps our team see how daily work connects to a larger purpose. They consistently communicate the “why” behind projects and changes, making complex goals feel meaningful and achievable. When new initiatives are introduced, they take time to explain how the work supports our organization’s mission and benefits the communities we serve.

During periods of change or uncertainty, they provide steady guidance and clarity. They share information openly, encourage questions, and help teammates understand what is expected and how priorities fit together. This approach reduces confusion and helps people stay focused on outcomes rather than obstacles.

They also make a point to include others in discussions about direction and problem-solving, ensuring people feel ownership of the work. By connecting individual contributions to broader goals, they motivate colleagues to stay engaged and committed even when challenges arise.

Because of their leadership, our team has a stronger sense of alignment and purpose. Work feels more coordinated, decisions feel more intentional, and progress feels meaningful. This colleague's ability to translate vision into everyday understanding helps ensure that our efforts move us forward together toward shared outcomes that matter.

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3. Delivers Results as a Public Servant

What stands out most about this colleague is their ability to turn plans into real, meaningful outcomes that benefit both our team and the people who rely on our services. They approach their work with persistence, accountability, and a clear focus on getting things done well, not just quickly.

When challenges arise, they remain calm and solution oriented. I have seen them bring people together, clarify next steps, and keep progress moving even when issues are complex or timelines are tight. They consider impacts carefully, balancing efficiency with quality and fairness so that results are both effective and sustainable.

They communicate openly about progress and are honest when adjustments are needed. Rather than letting obstacles derail work, they seek input, explore alternatives, and follow through until a workable solution is achieved. This consistency builds trust and confidence among colleagues and partners.

Their efforts have led to smoother processes, more reliable outcomes, and improved service for those who depend on our work. Team members know they can rely on this person to carry responsibilities through to completion.

Through steady follow-through and a commitment to public service, this colleague delivers results that make a tangible difference.

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4. Embeds Inclusion, Equity & Fairness in Decision-Making

This colleague consistently approaches decisions with a strong awareness of fairness and inclusion, ensuring that different perspectives and needs are considered. In meetings and

everyday interactions, they ask thoughtful questions about who may be affected, what barriers might exist, and whether all voices have been heard.

I have seen them encourage participation from quieter team members and create space for people to share viewpoints that might otherwise be overlooked. They listen with respect, demonstrate openness to learning, and acknowledge when adjustments are needed to ensure more equitable outcomes. This helps others feel valued and confident that their experiences matter.

They also consider accessibility and practicality when discussing solutions, advocating for approaches that work for a wide range of people rather than a select few. By doing so, they help prevent unintended obstacles and support decisions that are both fair and effective.

Because of their influence, conversations are more thoughtful, decisions are more balanced, and team members feel a stronger sense of belonging. Their actions reinforce that inclusion is not a one-time effort but an ongoing practice woven into everyday work.

Through consistent awareness and respect for others, this colleague helps create a workplace that is more equitable, welcoming, and responsive.

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5. Fosters Collaboration, Teamwork & Learning

Collaboration comes naturally to this colleague, and their approach brings people together in ways that strengthen both teamwork and outcomes. They make a genuine effort to build relationships across roles and teams, ensuring that people feel included and connected rather than working in isolation.

When challenges arise, they encourage shared problem-solving by inviting input from those with different perspectives and areas of expertise. I have seen them facilitate discussions that turn uncertainty into productive action, helping groups move forward with clarity and mutual support. Their respectful communication style helps people feel comfortable contributing ideas and asking questions.

They also promote a learning mindset by treating mistakes as opportunities to improve rather than reasons for criticism. When something doesn’t go as planned, they focus on what can be learned and how future efforts can be strengthened. This creates an environment where people feel safe to experiment, grow, and innovate.

Because of their influence, teamwork is stronger, information flows more freely, and people are more willing to help one another succeed. Their commitment to collaboration and

learning has made our workplace more adaptable, supportive, and effective in serving others.