

GLOBAL WOMEN | *Nomination Process*



DESIGN PRINCIPLES

TRANSPARENCY

Members and nominees understand the nomination process and criteria used to make membership decisions.

CONSISTENCY

Consistent criteria is applied to all nominations.

ACCOUNTABILITY

Members act as an advocate for their nominees throughout the nomination process.

STRATEGY-LED

Nominations are targeted to maintain membership quality and support greater membership diversity.

Member Experience

- Members use membership profile to identify gaps and target potential nominees
- Nomination criteria is used to ensure eligibility
- A Nominator is allocated to each Nominee to support them through the process



- Nominator reviews Nomination Form and engages peer review
- Nominator attends bi-annual Membership Committee meeting as an advocate for the Nominee
- Membership Committee review nominations for consistency, fit and any risk issues

- Nominator provides feedback to both successful and unsuccessful nominees
- Member offers mentoring option to unsuccessful nominees if Membership Committee has identified (membership) high potential

- Nominator allocation is reviewed and a new Nominator is allocated if another member is better aligned to the new member's needs
- Induction pack is created including membership expectations, event schedule, membership profile, new members and Nominator allocations
- Nominator sends induction pack and organises catch-up

- Announcement to the GW network of new members, their profiles and noting the nominating member and current Nominator (if different)
- Nominator attends events with the new member, introducing them to other GW members

Nominee Experience

TARGETS IDENTIFIED & PRE-QUALIFICATION



- Expectations about process, criteria and membership are managed upfront, as part of gauging Nominee interest

NOMINATION & SELECTION



- If interested, the Nominee completes the Nomination Form, with support from their Nominator

YES / NOT YET

FEEDBACK & GUIDANCE

- Nominee receives a letter from Chair advising outcome
- Nominator has an informal discussion with nominee to explain rationale for decision
- Unsuccessful nominees may be offered mentoring or recommended for the Emerging Leaders Programme

MENTOR

INVITATION & WELCOME



- New member receives Induction Pack
- New member builds relationship with Nominator through formal and informal catch-ups and communications

ACTIVE INVOLVEMENT

- New member always has someone they know at their first few events, enabling them to build their own network
- Members understand the expectation to contribute to GW and are recognised for their contributions

SUMMARY OF TOOLS



Membership Profile



Nomination Criteria



Nomination Form



Induction Pack



Onboarding Checklist



Global Women Nomination Criteria

