

INDUSTRY LEADERSHIP AWARDS 2021



POLICY DOCUMENT

**VENUS INTERNATIONAL FOUNDATION
CHENNAI**

INDUSTRY LEADERSHIP AWARDS POLICY DOCUMENT

Policy Document for the Industry Leadership Awards

Author Name	Centre for Leadership Development (CLD)
Name of Policy document	Industry Leadership Awards
Code of Policy document	ILA – PD2021
Purpose of Policy document	To provide a framework to enter in to ILA 2021 at Venus International Foundation (VIF), Chennai, India
Approval for this Policy document given by	Governing Council
Responsibility for its update	Director of Administration
Policy document applies to	To all nominees applying for ILA 2021 at VIF
Date of approval	9th February 2021
Proposed date of next review	10th February 2022

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1. Policy Document Governing Industry Leadership Awards

1. PREAMBLE

The Industry Leadership Awards (ILA) scheme was instituted in the year 2019 by the Centre for Leadership Development (CLD) of Venus International Foundation (VIF), are presented yearly during the Industry Leadership Conclave (ILC).

- **Vision** : We have committed to Celebrating Achievements of Industry Leaders
- **Mission** : To recognize Industry Leaders who play an important part in shaping the sectors
- **Objectives** : To Honor Industry Leaders for their courage in decision making in achieving sustainable growth.

1.1 The Venus International Award:

The Venus International Award Recognizes Individuals for their Quality, Reliability and Competence to Apply Knowledge and Skills to carry out specific tasks. The Venus International Award is a Certificate. It's a Non-financial Award (A Formal Authentication – Recognition).

The scheme has a Policy, Nomination Application, Expert Committee and Judging Process that are governed by the Board of Trust.

2. THE INDUSTRY LEADERSHIP AWARDS

The Industry Leadership Awards – ILA is part of the ILC that is celebrate and promote successful and promising 'Industry Leaders' who contribute to the sector and community. The conclave is convened by the CLD of VIF and conducted in accordance with the VIF BOARD MEETING Resolutions.

The ILA 2021 (F.No.ILA21/ANL03/AAP–III) is conducted in accordance with the VIF Board Meeting resolution vide F. No. VIF/MIN/BM–II/2021 held on 9 February 2021 at VIF Head Quarters.

3. GENERAL ELIGIBILITY

This annual award is open to 'Industry Leaders' of any nationality, who is in good standing at the time of the nomination, and in the age group of 27 – 70 years. The nominee must have completed a recognized degree or its equivalent.

3.1 Evaluation Criteria

3.1.1 General:

Adopting Effective Strategies – Commitment to Integrity and Diversity – Contribution to the Economical and Intellectual Development – Decisive Actions and Substantial Transformation – Entrepreneurial Thinking – Exceptional Administrative and Managerial Accomplishments – Extraordinary Drive and Commitment – Innovation in Achieving Sustainable Growth – Introducing Best Practices – Maturity and Courage in Decision Making – Social Responsibility.

► Note: Leader

An active person working in a Government (or) Private Industries at the capacity of 'President – Vice President – CEO – Director (Assistant/ Associate/ Deputy/Joint) – Manager (General/Deputy/Senior/Assistant/Project) – Head of Institution/Department/Division/Unit' – Coordinator.

3.2 The Award Process

This section describes the Venus International Award processes in steps.

Step – 1: Nomination Application

Step – 2: Secretariat Review

Step – 3: Document Review

Step – 4: Preliminary Assessment

Step – 5: Verification

Step – 6: Peer Assessment

Step – 7: Committee's Decision

Step – 8: Declaration to the Nominee

Step – 9: Award Presentation

4. SECTORS

Following Industries and Sectors (Primary, Secondary, Tertiary and Quaternary) will be considered for the 3rd Leadership Awards (ILA 2021).

4.1 List of Sectors

4.1.1 Agriculture (includes Cotton, Dairy, Poultry, Sugar, Tea, Tobacco Industries)

4.1.2 Automobile and Aviation (includes Tractor Industries)

4.1.3 Consumer Durables (includes Jute, Leather, Plastic, Rubber, TV Industries)

4.1.4 Education

4.1.5 Financial and Banking (includes Insurance and Mutual Funds Industries)

4.1.6 Healthcare (includes Biotechnology and Pharmaceutical Industries)

4.1.7 Information Technology and Communication

4.1.8 Metal and Mining

4.1.9 Oil and Gas

4.1.10 Power

4.1.11 Professional Services

4.1.12 Textiles (includes Garments and Weaving Industries)

4.1.13 Others (including Cement, Construction, Entertainment, FMCG, Food, Fertilizer, Painting, Printing, Retailing, Solar and Transport Industries etc)

5. AWARD CATEGORIES AND CRITERIA

This section describes the four categories and their criteria of 3rd Leadership Awards (ILA 2021).

5.1 Award for Excellence (Code: AE)

Each year since 2019, this award is conferred for a remarkable leader who has outstanding credentials that display generosity of spirit. The nominee should have adopted effective strategies and leadership skills by keeping track with the international standards for the development of the sector. He/ She should have set a role model for leadership by identifying, selecting and introducing the best practices that will suit and benefit the needs of the sector. The nominee must be above 44 years of age and at least have 20 years of service as on 5th January 2021.

5.2 Emerging Leader (Code: EL)

Each year since 2019, this award has been conferred for a brightest leader, who demonstrated innovative spirit, exceptional drive and commitment and often starts with little more than an idea to succeed. The nominee should have made a significant creative impact in the sector and impressive enough to inspire the aspirations of young leaders. He /She should have introduced a modern approach towards contemporary leadership and initiated effective steps for combating issues. The nominee must be above 34 years of age and at least have 10 years of service as on 5th January 2021.

5.3 Outstanding Service (Code: OS)

Each year since 2020, this award is conferred for a remarkable individual who has extraordinary competence, long term record of high standard dedicated service and exceptional performance. The nominee should have outstanding contributions over a substantial time period encompassing creative and invigorating services (cost savings, crisis management and special service). He/She should have demonstrated exceptional ability to foster collaboration, communication, and cooperation among colleagues and members. The nominee must be above 34 years of age and at least have 10 years of service as on 5th January 2021.

5.4 Young Leader (Code: YL)

Each year since 2019, this award is conferred for a bright leader, who demonstrated innovative spirit and commitment and often starts with little more than an idea to succeed. The nominee should have contributed effectively towards the economical development of the sector. The nominee must be above 27 years of age and at least have 5 years of service as on 5th January 2021.

6. CALL FOR NOMINATIONS

The process for ILA awards commences with the release of “Call for Nominations”.

The ILA 2020 invites nominations vide F. No. VIF/CFN/ILA/2021 opened on 16th June 2021 from an active Leader working in a Government (or) Private Industries at the capacity of

- 6.1 President – Vice President – CEO
- 6.2 Director (Assistant/ Associate/ Deputy)
- 6.3 Manager (General/Deputy/Senior/Assistant/Project)
- 6.4 Head of Institution/Department/Division/Unit.
- 6.5 Coordinator

Further information, Eligibility, Policy Document, Application are available electronically on the official website: <https://venusinfo.org/leadership/2021/ilca.html>

7. JUDGING AND SELECTION PROCESS

The ILA 2021 judging is a peer review process. The panel (from diverse backgrounds, working individually) is instructed to score entries from 0 to 100, using the criteria. The VIF aggregates the scores to determine each category. The panel decision is final and binding. For each category/sector (Eg. Excellence in Automobile) the expert committee will select 3 nominees.

However the Apex Committee reserve the rights to honour less or more than 3 nominees in any category who meet standards set by the expert committee.

The committee will use discretion if an individual is nominated for two concurrent awards and will move the nomination to appropriate category based on their judgment. If a nominee meets the criteria for an award, other than the one nominated for, the committee will be deciding to move the nomination to a suitable category.

7.1 The ILA 2021 Selection Process

This section describes the total ILA 2021 processes in steps.

Step – 1: Screening process (document review/preliminary assessment) of nomination

Step – 2: Acknowledgement intimation to the nominee

Step – 3: ILA team may ask the proof for the credits mentioned in the CV. (Optional)

Step – 4: Cross verification of the documents submitted & forwarding it to the Committee

Step – 5: Selected nominees will be communicated with a formal letter via email

Step – 6: ILCA 2021 Registration (Refer Annexure – B)

Step – 7: Release of the winners list in the official webpage

Step – 8: Award presentation ceremony

Step – 9: Summary of the ILCA 2021 will be floated in official webpage

8. IMPORTANT DATES

8.1 Entries Open	: 16th June 2021
8.2 Closing Date	: 16th August 2021
8.3 To submit supporting documents	: 6th September 2021
8.4 Announcement of Winners	: On or before 16th September 2021
8.5 Award Presentation	: 6th November 2021

9. SUBMISSION

A working professional can nominate an 'Eligible Individual' (or Self Nominate) for the ILA 2021. Following are the list of documents to be submitted for nomination

- 9.1 The filled application (PDF/.Doc/.Docx format)
- 9.2 Duly completed curriculum vitae (of any format /pages) in a PDF format
- 9.3 Passport size photograph (JPEG/PNG format)
- 9.4 Copy of degree certificate in a PDF/JPEG format
- 9.5 Copy of workplace ID (PDF/JPEG format)

- Note: 1
Each nomination has to be submitted electronically to: ilca2021@venusinfo.org
(Or) directorvifindia@gmail.com
- Note: 2
The ILA 2021 no longer requires a hardcopy of the application. Non-compliant nominations will not be accepted for process/review.

10. AWARD PRESENTATION

The ILA 2021 will be celebrated on 6th November 2021 at Green Park Chennai, India. The Awards will be bestowed to the Winners by the BOARD OF TRUSTEES of Venus International Foundation.

11. HEADQUARTERS

The administrative office for servicing the authority will be the

Office of the Chairman,
Venus International Foundation,
No.1, Ganesh Nagar Main Road, Adambakkam,
Chennai – 600088, Tamilnadu, India.

Tel : 044 – 22531502
Mobile: +91 9840556456
Email : contact@venusinfo.org
Web : <https://venusinfo.org/>

3rd Industry Leadership Conclave and Awards – ILCA 2021 (LC21EN03SN–031)

<https://venusinfo.org/leadership/2021/ilca.html>

A. Basic Information

The Industry Leadership Conclave (ILC) provides a platform to Industry Leaders and Policy makers for exchanging ideas, sharing views and also provides a comprehensive understanding of the key dynamics of the current industry. Further, it acknowledges and promotes the Industry Leaders by recognizing an individual who consistently demonstrate outstanding leadership by their willingness to go above and beyond to serve the industry.

The 3rd Industry Leadership Conclave (ILC 2021) will provide an opportunity for industry leaders to discuss tomorrow's challenges as well as share ideas on how to leverage current opportunities. In addition to new partnerships and opportunities, it serves as a powerful catalyst to develop solutions to problems, introduce new strategies, and fuel collaboration across the organization.

The ILC 2021 invites nomination for Leadership Awards from 'President – Vice President – CEO – Director (Assistant/Associate/Deputy) – Manager (General/ Deputy/ Senior/Assistant/Project) – Head of Institution/Department/ Division/ Unit' – Coordinator.

➤ Theme:

Tomorrow's challenges and how to leverage current opportunities

B. Event History

- Industry Leadership Conclave and Awards
 - 2nd Conclave – ILCA 2020: <https://venusinfo.org/leadership/2020/ilca.html>
 - 1st Conclave – ILCA 2019: <https://venusinfo.org/leadership/2019/ilca.html>

ILCA 2021 Registration

The ILCA is organized every year at Chennai city and it is a self-supporting event. The conclave registration fees are major source of revenue for running the event.

All the expenses (Administrative, Materials and Hall, Service Tax and Accounting, Website Design and Maintenance) of the conclave are covered by event income (registration fees from participants) and Foundation operating funds.

For more information on Workshop Registration Fee, please visit:

<https://venusinfo.org/aboutus/workshop-fee.html>

A. Registration Fee

The ILCA 2021 fee for delegates working in

▶ Foreign Institutions	USD 690
▶ Indian Institutions	USD 300
▶ Accompanying Person	USD 100

The registration includes access to all sessions and invited speakers, participation certificate and one high buffet lunch coupon and breaks.

However, the registration does not include travel and accommodation cost of participants.

B. ILCA Activities Covered

The registration fees collected will also supports the long term development of the summit and to keep the ILCA format viable by ensuring that infrastructure and services are in place from year to year. Following are some of the activities covered

▶ Publications	Summary of the Event AND Winners List in the Official Website
▶ Website	Design AND Maintenance
▶ Taxes	GST, Income Tax AND Auditing

Entry Conditions – ENTRY BY INVITATION ONLY

For the "Comfort, Safety and Enjoyment" of all delegates attending this event, Please be advised of the following norms. Entry to the venue is subject to complying the conditions and we appreciate your help to make this happen.

1. Entry

1.1 The Registered Delegate can collect the VALID ENTRY TICKET from the Registration Desk.

1.2 The Guests/Accompanying Persons must have a VALID ENTRY TICKET to enter the Event Hall. The Delegates can get required number of Entry Ticket at the Registration Desk.

2. Refusal of Entry or Ejection

2.1 Failure to produce/show a VALID ENTRY TICKET may result in refusal of entry. Any person found not to be wearing an official event wristband/ID Card will be ejected from the event.

2.2 Any person gaining unauthorized access or causing a disturbance or refusing to comply with requests from Security/Staff will be ejected from the event.

2.3 You will be responsible for your belongings, do not leave them unattended. Possessions may be searched before entering the venue, during the event or when leaving the venue. If you refuse to participate in searches, you may be denied entry or asked to leave the venue.

3. Dress Code

Professional appearance is an important aspect and the clothing must conform to a reasonable standard of decency relevant to the event. Hence the Delegates, Guests and Accompanying Persons must be appropriately dressed.

4. Code of Conduct

4.1 The behavior can influence the experience for you and others at an event and we expect a high standard of behavior at our venue. Consider other delegates when using mobile devices. During the Technical Sessions and ceremony they should be turned off or on silent.

4.2 At Venus, we are committed to providing a Friendly and Welcoming Environment for all, regardless of gender, ability, ethnicity, socioeconomic status, and religion (or lack thereof).

4.3 Participate in an authentic, active and collaborative way, so as to contribute to the health and longevity of this event. Exercise consideration and respect in your speech and actions. Refrain from demeaning or discriminatory behavior.

4.4 Kindly mind your surroundings and fellow participants. Alert event organizers if you notice violations of this code of conduct.

Note:

The entry conditions apply to all. Pass-outs may not be available at all times. Re-entry to an event venue (Hall) will be with a VALID ENTRY TICKET only.

Annexure – D

The Venus International Award (Recognition and Reward are the Greatest Asset)

The Venus International Award Recognizes Individuals for their Quality, Reliability and Competence to Apply Knowledge and Skills to carry out specific tasks.

1. The Award

The Venus International Award is a Certificate. It's a Non-financial Award. It is a Formal Authentication; A Seal of Approval; A Recognition; A Written Assurance to a Person

2. The Scheme

The Scheme has a Policy, Nomination Application, Expert Committee and Judging Process that are governed by the Board of Trust.

3. The Award Policy Document

The Venus International Foundation (VIF) is committed to providing equal opportunity to all with the highest regard to Independence, Credibility, Impartiality, Transparency, Integrity and Confidentiality. The Award Policy document has

3.1 Relevance

The Award Schemes are developed in response to sector needs. They are designed to be fit-for-purpose.

3.2 Truthfulness

The Award Schemes are developed with the aim that the outcomes achieve the intended results and any communication, is a true and fair reflection of outcomes.

3.3 Efficiency

All the components of an Award schemes are structured to deliver measurable, quality outcomes. It contains the necessary requirements to achieve the intended outcomes.