Submission Guidelines for the IPMA Global Individual Awards

IPMA Global Individual Award

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Regarding the submission dates, please see the IPMA Global Individual Award Time Schedule on the website: www.awards.ipma.world
Please apply at https://ipma.awardsplatform.com/
For specific enquiries, please contact the IPMA Awards office: award@ipma.world
IPMA International Project Management Association, Berencamperweg 10, 3861 MC Nijkerk, The Netherlands, www.ipma.world

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IPMA Global Individual Awards Introduction

There are six categories in the IPMA Global Individual Awards:

1. Project Manager of the Year
2. Young Project Manager of the Year
3. Agile Leader of the Year
4. Sustainability Project Manager Award
5. Diversity, Equity and Inclusion Project Manager
6. PMO Leader

This Guideline describes three parts of these awards:

Part 1: The Awards processes for individual project management achievement in the categories:

- Project Manager of the Year and
- Young Project Manager of the Year.

Part 2: The Award process for outstanding achievements for specialist project practitioners in the categories:

- Agile Leader of the Year
- Sustainability Project Manager Award
- Diversity, Equity, and Inclusion Project Manager
- PMO Leader

Part 3: General conditions relating to all submissions.

If you are intending to submit to an IPMA Global Individual Award, it is recommended that you carefully read these Submission Guidelines and address all submission requirements in the category of your choice.

PART 1. Awards for Individual Project Management Achievements

1.1 Eligibility

- Any program/project director, project manager is eligible to enter the IPMA Global Individual Awards. A winning individual will be one who demonstrates, through narratives and documentary evidence, achieved excellence and/or innovation in project management as defined by ICB version 4.0 over a cumulative period of:
  - two years or more in the category Project Manager of the Year
  - one year or more in the category Young Project Manager of the Year
- The projects or phase of a project, undertaken may be of any size, complexity or value, from either the public or private sector and can be located anywhere in the world. Whilst multiple projects may be referred to in the Application Report, at least one of the referenced projects must have been completed within the 24 months prior to the submission due date (eg. May 2025).
- Only one submission per applicant in each individual category is permitted.
- The payment of a separate entry fee for each application.
- An Applicant can apply in all categories in the same year, but can only be a finalist in one category. In case of multiple applications, a separate Application Report is required for each category, and a separate fee will be charged for each of the categories.

1.2 Categories

Applicants in all categories must demonstrate their professional skills and provide details of projects undertaken (including role(s) performed). As a guideline, a successful program or project manager would be one who:

- Created a productive work environment as well as the drive and impetus to make things happen.
- Balanced technical and management skills.
- Juggled different views and perspectives, backgrounds, and personalities.

- Maintained focus ensuring his/her team's performance is optimized, and the project's objectives were met.
- Sought to incorporate the recognized Ten Principles of the UN Global Compact into projects undertaken.

The IPMA Global Individual Award categories recognize those individuals who most effectively demonstrate their project management competences regardless of the scale, number, complexity, or type of project(s) referenced. The assessors focus on the qualities of the individual, not the project. The submission will be assessed by the assessors in terms of completeness, clarity and succinctness.

There are two categories for individual project management achievements:

Category 1: Project Manager of the Year

This category is open specifically to program or project managers with demonstrated professional skills equivalent to one of the IPMA Four-Level Certification (e.g., levels A to D) or other recognized comparable Project Management Certification. For details of IPMA Certification levels, see https://ipma.world/ipma-certification/4lc/.

Category 2: Young Project Manager of the Year

This category is open specifically to project practitioners with demonstrated professional skills, who have worked/are working on any type of project anywhere in the world and are within the age bracket of 18 to 35 (inclusive) on the date applications are due (this may be a Member Association due date if the application has been a winner at the national level in the year immediately prior to the Global Awards submission date).

For the applications in the 2027 Awards cycle, the applicant must be born after June 1992.

1.3 Format and content of the submission

The Application Report for Categories 1 and 2 should be compiled using the platform https://ipma.awardsplatform.com/ after registering.

Each text field in the Application Report Form has a limit on the number of letters it can accept.

Submissions may refer to other projects undertaken by the individual. Written consent for the use of any project in the submission must be provided by the project client/owner. Consent is also required for the use of project information, photographs, company logos, and other properties used within the

application. This written consent and any endorsements or reference reports must be uploaded into the Submission Confirmation section of the Application Report. Non-conforming submissions may be rejected by the assessors and/or the Awards office.

THE SUBMISSION SHOULD ADDRESS THE FOLLOWING ELEVEN SECTIONS:

Section 1: General information

In this section, choose the category, subcategory, and enter your name in the Entry name box.

Section 2: Applicant details

In this section of the submission, enter the following information into the appropriate text field:

- Project(s) name;
- Name, date of birth, contact details, and country of the individual applying for the award;
- Name of the company/employer;
- Name and contact details of the Project Manager's supervisor;
- Name and contact details of the project owner/ client representative;
- Name and contact details of an optional third referee (example project board/committee member, etc.);
- Applicant's picture.

Section 3: Introduction of the Individual

Section 3 is to comprise an introduction of the applying individual (including performance, project outcomes, and project responsibilities). This summary will only be used in any audio-visual presentation compiled by IPMA for the Awards program and may be amended at the sole discretion of IPMA to suit the technical requirements of the AV presentation. This section is for background only and is not included in the assessor considerations. Note that the text field will allow **no more than 100 words.**

Section 4: Curriculum Vitae

The applicant is to upload his/ her Curriculum Vitae or a detailed summary of the project management experiences and achievements, including relevant educational and work background, program(s) / project(s) undertaken, and any other relevant information.

Note that the text field is limited to **no more than 1000 words**.

Section 5: Project Context

This section is to provide a brief outline of the program(s) or project(s) that are referenced in the narratives in sections 6, 7, and 8, including purpose, outcomes, and description of what makes or has made the referenced project or program challenging, innovative, and/or complex.

Note that the text field is limited to **no more than 1000 words**.

If you are to use more than one program or project to complete the performance narratives, provide information on the context of all projects/programs addressed in the narratives.

Section 6 - 8: Performance Narratives (a), (b), (c)

The performance narratives should reflect the project management performance of the applicant in achieving or exceeding desired project outcomes through the application of best practices and the demonstration of outstanding achievements and/or innovations. Submissions are to address **SIX DIFFERENT** competences (from the ICB4: http://products.ipma.world/product/icb/), including:

a. Two Practice competences (performance narratives 1 and 2);

b. Two People competences (performance narratives 3 and 4);

c. Two Perspective competences (performance narrative 5 and 6).

Note that the text field for each Performance Narrative is limited to **no more than 1000 words.**

In the first box, choose the name of the ICB4 competence referenced from the drop-down menu.

Each performance narrative should:

- Be drafted in the STAR format, which includes a short description of:

  - A specific Situation/problem/challenge;
  - The Task the applicant project or program manager was responsible for;
  - The applicant's Actions taken to resolve the situation/problem/challenge and
  - The Result(s) of the Actions.
- Describe how the individual exhibited excellence and/or innovation in his/her management of the program/project, and describe how this benefited the achievement of the desired outcomes of the program/project.
- A description of the management competences/strategies employed and how they were applied within the program/project lifecycle should be provided.

Each Performance narrative may describe one or more examples using the STAR format.

As proof for each competence (1-6), please attach documentary evidence.

A maximum of two A4 pages of documentary evidence is required to be uploaded to support and validate each performance narrative. The evidence may include:

- measured results of innovations;
- excerpts from program or project documents that describe changes to project outputs; referee comments by the individual's supervisor or the project owner/client. Referee comments should include the referee's name and contact details.

If the documentary evidence is written in a language other than English, please use the next box for uploading the English translation.

Guidelines for inclusion of documentary evidence

Up to **two A4 pages** of copies of original documentary evidence is permitted to support your submission claims for each performance narrative. For example, if the innovation you are claiming saved 10% of the project budget, then providing the financials from a business case with a comparison document showing the saving, is considered valid proof. Another example may be that an extract from the original project documents is included with a copy of the amended plan, again highlighting the difference between what was planned and what actually was realized. And the way the results were realized. Photographs and quotes from clients or managers substantiating claims that you make are also classed as appropriate evidence.

The copies of original documentary evidence may be provided in the original language, but where this is not English, an English translation should be provided and uploaded with the original evidence. No word or page limit applies to the English translation.

NOTE: Evidence is scored during judging, and therefore, if the evidence is not provided, is of poor quality, not relevant or does not validate the claims made, the scoring will reflect this.

Section 9: Attachments

In this section, please provide five high-resolution photographs in JPEG format.

Please ensure the digital photos/drawings are of a high-resolution quality (e.g. the size should be at least 300 dpi or 2 MB) and are submitted as full-colour JPG files. Photos with caption information or

references are preferred.

Section 10: Submission Confirmation

- Confirmation that consent to use the project(s) has been received from the client/owner. This section must also include an overview of the client/sponsor's level of satisfaction with the project outcomes and the standard of project management undertaken;
- Confirmation that consent to use photographs, company logos and the like has been received.

Section 11: Applicant Statement

The submission should include an Applicant Statement, to confirm to observe the rules in the nomination process for the IPMA Global Individual Award and to recognize the IPMA assessment organization's decisions as absolute. the nomination fulfils the requirements for the IPMA Global Individual Award and that all information given in the submitted nomination and documentation are true and correct.

PART 2. Award for Specialist Project Practitioner Achievements

2.1 Eligibility

There are four categories for specialist project management achievements:

- Category 3: Agile Leader of the Year

  This category is open specifically to Agile Leaders who demonstrate excellence and/or innovation in agile leadership practices defined by IPMA Reference Guide ICB in an Agile world v.2.3 over a cumulative period of one year or more. The work undertaken may be of any size, complexity, or value, from either the public or private sector, and can be located anywhere in the world.

- Category 4: Sustainability Project Manager

  This category is open specifically to program or project managers with demonstrated professional skills equivalent to one of the IPMA Four-Level Certification (e.g. levels A to D) or other recognized comparable Project Management Certification. The program(s) or project(s) used as the basis of this application must have sustainability as its central purpose as described in the ICB4 for Sustainability standard.

- Category 5: Diversity, Equity and Inclusion (DEI) Project Manager

  This category is open specifically to project practitioners with demonstrated professional skills who have worked, or are working, on an organizational project that must have DEI as its primary purpose or apply DEI principles (often deliberately implemented by the organization) to achieve its purpose.

- Category 6: Project Management Office (PMO) Lead

  This category is open specifically to project practitioners with demonstrated professional skills who demonstrate excellence and/or innovation in the leadership of a PMO at any level within an organization.

Nominees in this category must demonstrate their professional skills and provide details of project(s) undertaken (including the role(s) performed). As a guideline, a successful project practitioner is one who:

- made an impact in an organizational portfolio, program or project environment either by successfully realizing changes or implementing an innovative way of working;
- created a productive work environment as well as the drive and impetus to make things happen;
- balanced technical and management skills;
- juggled different views and perspectives, backgrounds and personalities;
- maintained focus, ensuring their team's performance is optimized, and the objectives are met;
- sought to incorporate the recognized Ten Principles of the UN Global Compact into projects undertaken.

2.2 Category 3: Agile Leader of the Year

Nominees in this category must demonstrate their professional skills and provide details of project(s) undertaken (including the role(s) performed). As a guideline, a successful Agile Leader is one who has made an impact in an Agile environment either by successfully realizing changes, or implementing an agile way of working in an organization;

The IPMA Global Award Agile Leader category recognizes those individuals who most effectively demonstrate their agile leadership competences regardless of the scale, number, complexity or type of work referenced. The assessors' judging focuses on the qualities of the individual. The submission will be assessed in terms of completeness, clarity and succinctness.

This category is open specifically to Agile Leaders with demonstrated professional skills equivalent to one of the IPMA Four-Level-Certification (e.g. levels A to D) or other recognized comparable Agile leadership Certification. For details of IPMA certification levels see https://www.ipma.world/individuals/certification/.

2.3 Category 4: Sustainability Project Manager

Nominees in this category must demonstrate their professional skills and provide details of project(s) undertaken (including the role(s) performed). As a guideline, a successful Sustainability Project Manager is one who:

The IPMA Sustainability Project Manager category recognizes those individuals who have effectively demonstrated outstanding skills and capability when sustainability is the central purpose. The Assessor's judging will focus on their professional delivery in processes and outcomes regardless of scale and complexity. The submission will be assessed in terms of completeness, clarity and succinctness

This category is open specifically to program or project managers with demonstrated professional skills equivalent to one of the IPMA Four-Level Certification (e.g. levels A to D) or other recognized comparable Project Management Certification from an IPMA Member Association. The program(s) or project(s) used as the basis of this application must have sustainability as its central purpose as described in the ICB4 for Sustainability standard.

2.4 Category 5: Diversity, Equity and Inclusion (DEI) Project Manager

Nominees in this category must demonstrate their professional skills and provide details of project(s) undertaken (including the role(s) performed). As a guideline, a successful DEI Project Manager is one who:

The IPMA Diversity Project Manager category recognizes individuals who demonstrate their professional skills in embedding DEI into project management processes, governance and delivery outcome /impact and not as an isolated initiative, regardless of scale and complexity. The Assessors' judging will focus on individual behavior and professional competence. The submission will be assessed in terms of completeness, clarity and succinctness.

This category is open specifically to program or project managers with demonstrated professional skills equivalent to one of the IPMA Four-Level Certification (e.g. levels A to D) or other recognized comparable Project Management Certification. The program(s) or project(s) used as a basis of this application must have DEI outcomes as its primary purpose or apply DEI principles (often deliberately implemented by the organization) to achieve its purpose.

2.5 Category 6: Project Management Office Lead

Nominees in this category must demonstrate their professional skills and provide details of project management office(s) they have led. As a guideline, a successful PMO Lead is one who:

The IPMA PMO Lead category recognizes individuals who most effectively demonstrate their exceptional competence in PMO leadership in the establishment, evolution or transforming of the PMO regardless of the scale at portfolio/enterprise, program or project level. The Assessors' judging focusses

on the quality of the individual. The submission will be assessed in terms of completeness, clarity and succinctness.

This category is open specifically to program or project managers with demonstrated professional skills equivalent to one of the IPMA Four-Level Certification (e.g. levels A to D) or other recognized comparable Project Management Certification. The application must be based on demonstrated excellence or innovation in the leadership of a PMO at any level in an organization.

Format and content of the submission

The Application Report should be compiled using the platform https://ipma.awardsplatform.com/ after registering.

Each text field in the Application Report Form is limited in the number of words or pages that it can accept. The page or word limits set for each field do not include the English translation of any original documentary evidence provided in a language other than English.

Submissions may refer to other projects undertaken by the individual. Written consent for the use of any project in the submission must be provided by the project client/owner. Consent is also required for the use of project information, photographs, company logos and other properties, used within the application. Non-conforming submissions may be rejected by the assessors and/or IPMA Awards office. This written consent and any endorsements or reference reports must be uploaded into the Submission Confirmation section of the Application Report.

Non-conforming submissions may be rejected by the assessors and/or the Awards office.

THE SUBMISSION SHOULD ADDRESS THE FOLLOWING ELEVEN SECTIONS:

Section 1: General Information

In this section, choose the category, subcategory, and enter your name in the Entry name box.

Section 2: Applicant details

In this section of the submission, enter the following information in the appropriate text field:

- Project title;
- Name, date of birth, contact details and country of the individual applying for the award;
- Name of the company/employer;
- Name and contact details of the Agile Leaders supervisor;
- Name of the owner/client representative;
- Name and contact details of an optional third referee (for example board/committee member, etc.);
- Applicant's picture.

Section 3: Introduction of the individual

Section 3 comprises an introduction of the individual (including performance, outcomes, and responsibilities). This summary may only be used in audio-visual presentations compiled by IPMA for the Awards program and may be amended at the sole discretion of the IPMA to suit the technical requirements of the AV presentation.

This section is for background only and not included in the assessors considerations.

Note that the text field will allow **no more than 100 words**.

Section 4: Curriculum Vitae

The applicant is to provide his/her Curriculum Vitae or detailed summary of his/her project management experiences and achievements. It should include relevant educational and work background, program(s) / project(s) undertaken, and any other relevant information.

Note the text field is limited to **no more than 1000 words**.

Section 5: Project Context

This section is to provide a brief outline of the work context focusing on the specific aspects of the work (Agile, Sustainability, DEI or PMO), that is referenced in the narratives in section 6, including purpose, outcomes, and description of what made this work challenging, innovative or complex (**not more than 1000 words**).

If you need to describe narratives from more than one work, please provide information on all works, addressed in the narratives.

Section 6 - 8: Performance Narratives (a), (b), (c)

The narratives should reflect the leadership performance of the applicant in achieving or exceeding desired outcomes through the application of best practices and the demonstration of outstanding achievement and innovation. Submissions are to address **SIX DIFFERENT competences** (from the relevant IPMA standard (eg IPMA Reference Guide ICB4 in an Agile World (link) or IPMA Guide on Sustainable Project Management) including:

a. Two Practice competences (performance narratives 1 and 2);
b. Two People competences (performance narrative 3 and 4);
c. Two Perspective competences (performance narratives 5 and 6).

Note that the text field for each Performance Narrative is limited to no more than 1000 words.
In the first box, choose a name of the ICB4 competence referenced from the drop-down menu.

Each performance narrative should:

- Be drafted in the **STAR format**, being a short description of:
  - A specific Situation/problem/challenge;
  - The applicant's Task;
  - The applicant's Actions taken to resolve the situation/problem/challenge;
  - The Result(s) of the Actions.
- Describe how the applicant exhibited excellence and/or innovation in his/her leadership of the Agile work and describe how this benefited the achievement of the desired outcomes;
- Describe the leadership competences/strategies employed and how they were applied within an agile work lifecycle.

Each Performance narrative may describe one or more examples using the STAR format.

Below each competence (1-6), please attach documentary evidence. A maximum of two A4 pages of documentary evidence is required to be uploaded to support and validate each performance narrative. The evidence may include:

- measured results of innovations;
- excerpts from program or project documents that describe changes to project outputs; referee comments by the individual's supervisor or the project owner/client. Referee comments should include the referee's name and contact details.

If the documentary evidence is written in a language other than English, please use the next box for uploading the English translation. Guidelines for inclusion of documentary evidence

Up to **two A4 pages** of copies of original documentary evidence is permitted to support your submission claims. For example, if the innovation you are claiming saved 10% of the project budget, then providing the financials from a business case with a comparison document showing the saving, is considered valid proof. Another example may be that an extract from the original project documents is included with a copy of the amended plan, again highlighting the difference between what was planned and what actually was realized. And the way the results were realized.

Photographs and quotes from clients or managers substantiating claims that you make, are also classed as appropriate evidence. The copies of original documentary evidence may be provided in the original language, but where this is not English, an English translation should be provided and uploaded with the original evidence. No word or page limit applies to the English translation.

The copies of original documentary evidence may be provided in the original language, but where this is not English, an English translation should be provided and uploaded with the original evidence. No word or page limit applies to the English translation.

NOTE: Evidence is scored during judging, and therefore, if the evidence is not provided, is of poor quality, not relevant or does not validate the claims made, the scoring will reflect this.

Section 9: Attachments

In this section please provide five high-resolution photographs in JPEG format. Please ensure the digital photos/drawings are of a high-resolution quality (e.g. the size should be at least 300 dpi or 2

MB) and are submitted as full-colour JPG files. Photos with caption information or references are preferred.

Section 10: Submission Confirmation

- Confirmation that consent to use the project(s) has been received from the client/owner. This section must also include an overview of the client/sponsor's level of satisfaction with the project outcomes and the standard of project management undertaken;
- Confirmation that consent to use photographs, company logos and the like has been received.

Section 11: Applicant Statement

The submission should include an Applicant Statement, to confirm to observe the rules in the nomination process for the IPMA Global Individual Award and to recognize the IPMA assessment organization's decisions as absolute. the nomination fulfils the requirements for the IPMA Global Individual Award and that all information given in the submitted nomination and documentation are true and correct.

PART 3. General conditions relating to all submissions

3.1 General Submission Requirements

- Applications must be submitted at a platform: https://ipma.awardsplatform.com/.
- Submissions need to be concise yet contain sufficient information for the judging panel to adequately assess the merits of the entry;
- All necessary clearances and permissions required for the release of all information submitted, including any proprietary, confidential, technical or commercial information must be obtained by the applicant;

- Submissions will be accepted under the conditions of these Guidelines;
- There should be no restrictions on the use of the submitted information in any promotion of the awards program;
- All expenses relating to the preparation of the submission and attendance at the award ceremonies are the responsibility of the applicant;
- All submissions become the property of the IPMA and are not returned to the applicant;
- Applicants consent to having submissions used for IPMA promotional purposes for a period of two years starting from the year of submission;
- Applicants consent to be available to present their individual or project submission at an IPMA event.

3.2 The Submission Application Process

3.3 Application Materials

Applications will only be accepted if the appropriate Application Fee has been paid and the submission has been uploaded by the above-due date. Additionally:

- Requests for extensions will not be granted.

- Applications should not include promotional, novelty or other material/items not related to or supporting the actual submission.
- Any evidence can be in a language other than English, but **must be accompanied by either a translation or explanation of the contents** (whichever is most appropriate).
- Submissions must NOT include hyperlinks to websites or external documents.

Electronic Material

The following items are to be uploaded to the IPMA Awards platform by the due date for a submission to be considered complete:

- For all submissions – all fields within the Application Report are complete.
- All required evidence (including an English translation where appropriate) has been uploaded and meets the required word or page limits.
- One high resolution head-and-shoulders photograph of the applicant in JPEG format has been uploaded in the Applicant's Details section of the application.
- Photos and logo(s) may be used in the presentation at the IPMA Awards ceremony, in the annual IPMA Awards Commemorative Book, other IPMA publications, and on the IPMA website. Therefore, photos and logos in any quality less than high resolution (print quality) cannot be accepted.
- The 100 word summary may be used in the audio-visual presentation at the awards ceremony and for any publicity on the project.
- Company logos are to be provided in EPS and JPEG formats. Entrants must ensure that they have permission to use the company logo.

3.4 Application fee

The application will only be final once payment is received by the IPMA. The IPMA has the right to cancel/decline the application if the payment is not received within 14 days after the invoice submission.

Where an Applicant applies for more than one category, a separate fee applies to each application.
If the application is cancelled by IPMA for this reason, the applicant is obliged to pay 20% of the fee to cover the costs already made by the IPMA. The initial fee will not be charged.

The price depends on the applicant's country of residence. To see the list, click here.

The following fees apply to the IPMA Global Individual Award categories:

Price	Categories	Application Fee Includes
€900/ €720/ €580/ €460*	Project Manager of the Year**	Submission based application and judging process
	Agile Leader of the Year**	
	Sustainability Project Manager	
	Head of PMO Award	
	Diversity, equity, and inclusion Award	
€600/ €480/ €380/ €310**	Young Project Manager of the Year***	
	Sustainability Young Project Manager***	

*The finalists are offered an entry to the IPMA Awards Winners Club.

** Finalists of the Young Project Manager of the Year Award are offered a pre-paid ticket to the IPMA Gala and an entry to the IPMA Awards Winners Club.

3.5 Assessment

All assessment will be conducted by a team of assessors selected from a range of industry groups, will collectively have a broad range of experience in project management, and shall be independent of all submissions. Assessors decisions shall be final and no correspondence about the decisions shall be entered into.

Submissions will be assessed solely on the uploaded submission and in accordance with these Submission Guidelines. Logos and pictures are expected as supporting material but will not be formally assessed unless presented as evidence within the text of a performance narrative.

Judging panels for local (national/regional based) and the global level may comprise different members, and therefore, the evaluation by local judges will not have any bearing on the evaluations of the global Assessors panel.

3.6 Assessment

In the assessing submissions for **Project Manager of the Year and Young Project Manager of the Year**, all assessment teams will use a standard scoring template. The standard template will include the following aspects of each criteria:

Compliance and Presentation (10% of overall points):

- Level of compliance with requirements of the Submission Guidelines? (3%)
- To what extent does the detailed summary provide a concise overview of the project management skills of the candidate? (3%)
- What is the general quality of the submission? (4%)

Performance narratives (each of 6 narratives is worth 15% of overall points)

- To what extent is outstanding achievement and/or innovation in project management shown by the PM on selected competence? (using the STAR format) (10%)
- To what extent is evidence provided to support the claim? (5%)

In the evaluating submissions for **Specialist Project Practitioner** categories all judging panels will use a standard scoring template. The standard template will include the following aspects of each criteria:

Compliance and Presentation (10% of overall points):

- Level of compliance with requirements of the Submission Guidelines? (3%)
- To what extent does the detailed summary (Section 4 of the application) provide a concise overview of the Agile Solution / Program / Project or PMO? (3%)
- What is the general quality of the submission? (4%)

Performance narratives (each of 6 narratives is worth 15% of overall points)

- To what extent is outstanding achievement and/or innovation in management shown by the Agile Leader on selected competence? (using the STAR format) (10%)
- To what extent is evidence provided to support the claim? (5%)

3.7 Announcement of Winners

Each country or region will announce their winners at local award ceremonies if possible, with winners preceding to the IPMA Global Awards. Finalists will be advised of their results by the Awards Office and invited to the Winners' Club, conducted prior to the Global Awards ceremony. The global winners will be announced at the IPMA Global Awards ceremony. The outcome of the judging process will not be announced prior to the Awards ceremony. At the sole discretion of the judging panels, high commendations or other awards may be awarded for submissions of significant merit.

3.8 Feedback

A Feedback summary will be provided to every applicant based on the evaluation criteria. The feedback can be expected one month after the announcement of the IPMA category winners.

3.9 Media

Award Winners are free to discuss their win if approached by the media or their organization's management following the official announcement.