**Fellowship (Fellow) of the Chartered Professionals in Human Resources**

**CONFIDENTIAL NOMINATION FORM**

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**Nominator:**

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| **Name** | **Position** | **Organization** | **CPHR (yes/no)** | **Relationship to nominee** |
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**Nominee:**

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| **Name** | **Position** | **Organization** | **CPHR (yes/no)** |
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**Nominee’s Biography**

**Education and Professional Certifications:**

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| Education/Certifications | Institution (if applicable) |
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**Work History:**

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| Employer | Position | Dates |
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**Volunteer History:**

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| Organization | Position | Dates |
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**Additional Examples of Exemplary HR Leadership.**

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**Details of Exemplary Contributions**

Please present compelling evidence for the strength of the nominee you are nominating with respect to three or more of the five major contribution areas noted below.

**Kindly restrict each section to 500 words.** In addition to having made exceptional contributions in at least three of the five areas below, a nominee will have exemplified the values in the CPHR code of conduct (fairness, justice, dignity, respect and integrity) and have shown adherence to the statutory acts, regulations and by-laws of CPHR Canada and their provincial HR Association.

1. Strategic Positioning of the Human Resources Profession

Has been instrumental in raising the profile of the human resources profession as a vital strategic partner to senior leaders of organizations. For example: has led and directed development or change in broadly based human resources philosophies, policies or practices having impact in one or more organizations in the public or private sector; has influenced key stakeholders to raise the stature of HR as a senior strategic partner in organizational leadership; or has fostered strategic partnerships with other professional groups outside of HR.

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2. Development, Sharing and Promotion of Innovative HR Ideas, Policies and Practices

Has a strong and notable history of developing, sharing or promoting skills and knowledge of the HR profession, including keynote addresses, publications, media, mentoring, coaching and/or teaching. For example: has authored or co-authored publications which are industry standards for disseminating HR knowledge; has a notable history of involvement in teaching HR and/or development of HR curriculum and has received special recognitions for this; has initiated, cultivated, developed and managed relationships affecting the HR profession and other professional, educational bodies; has been active in advocating on behalf of the HR profession – through job talks, speaking at educational forums, the media, developing internships or co-op placements for students.

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3. Advocacy on Behalf of the HR Profession to Government Policy Makers

Has a solid history of strong advocacy of the HR profession among government agencies and policy makers. For example: has influenced government in developing and implementing new regulations, policies and/or credentialing with regard to the HR profession; has been often called upon by government bodies as a recognized authority in one or more functional areas of HR; has served as expert witness on judicial tribunals; has successfully advocated/lobbied on HR issues with government (e.g. workplace accommodations for older workers; paternity leave; etc.) at the Provincial and/or National level.

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4. Service to Local, Provincial and/or National HR Associations

Has exemplified leadership as a member of a local, provincial and/or national HR association. For example: has introduced practices of good governance; new programs, concepts, policies, recognition programs, etc. at the level of local, provincial or national HR associations; has shown leadership in developing, maintaining and expanding strong linkages with CPHR Canada, other CPHR Canada member associations and/or international HR associations; has demonstrated leadership on HR association boards/task forces/ committees; has fostered and supported expansion of the CPHR designation; has a history as a volunteer in planning, organizing and administering HR conferences or other forums at local, provincial or national levels.

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5. Service to the Broader Community/Social Responsibility

Drawing on professional knowledge, skills and experiences, has consistently provided exemplary volunteer service to the broader (non-HR) community in a way that recognizes and promotes social responsibility. Has contributed to improve society in the broadest terms (i.e., human rights, the abilities and potential of others, particularly the disadvantaged, improvements for children, the environment, health, education and work for not-for-profit organizations). For example: has shown leadership on task forces, think-tanks, committees and boards sharing knowledge, expertise and time to make the world a better place

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