

NOMINATION PACKAGE

The 2019
Frederick O'Reilly
Hayes Prize

INNOVATION



HONORING ASPIRING AND
EMERGING LEADERS OF
INNOVATION IN
NEW YORK CITY
GOVERNMENT

NOMINATION DEADLINE:
MONDAY, MARCH 25, 2019

NYC

Bill de Blasio
Mayor

Citywide
Administrative
Services

Lisette Camilo
Commissioner

Citywide
Organizational & Executive
Development Programs

CITYWIDE ORGANIZATIONAL AND EXECUTIVE DEVELOPMENT

**THE FREDERICK O'REILLY HAYES
PRIZE COMMITTEE**

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**TO CONTACT THE COMMITTEE, EMAIL
JONATHAN WEINER AT [JWEINER@ORINTL.CO.UK](mailto:jweiner@orintl.co.uk)**



CITY OF NEW YORK

BILL DE BLASIO

MAYOR

DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES

LISETTE CAMILO

COMMISSIONER

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RECOGNIZING INNOVATION THAT IMPROVES SERVICE DELIVERY

THE HAYES PRIZE: HONORING ASPIRING & EMERGING LEADERS

About Frederick O'Reilly Hayes



Frederick O'Reilly Hayes was a remarkable leader who was passionate about innovation in government service delivery. He pioneered management and analytic methods while crafting daring public policy and mentoring a generation of public service minded leaders. His influence during his career spanned federal, state, and local governments, and he managed the largest municipal budget in the United States as Budget Director of the City of New York. Fred's dedication to improving the delivery of public service knew no bounds. He instilled this spirit of innovation and excellence to his associates who learned from his ideas, ideals, and work.

About the Hayes Prize

To honor his career, promote his ideas, and enhance the attractiveness of public service careers, the Fred Hayes Prize recognizes innovative contributions to the delivery of service by emerging leaders in New York City government. The Prize seeks to reward public servants who have demonstrated a high degree of talent, commitment, and accomplishments, and who anticipate continuing their careers in public service.

The Hayes Prize is awarded annually to an individual or team of individuals who meet the criteria. There will be a cash award of up to \$7,500 for an individual or up to \$15,000 for a team of two employees*. The award may be used by recipients to further develop their public service careers. The awardee(s) will be honored at a reception to which agency colleagues, supervisors, former recipients, and others will be invited.

Hayes Prize winner(s) are expected to help promote promising talent in City government by participating in executive development programs and events managed by the Department of Citywide Administrative Services (DCAS). Award recipients support City colleagues by promoting the Prize at Citywide events, and acting as subject matter experts and/or mentors to participants in DCAS' premiere professional development programs.

Awardees are also expected to serve as members of the Prize selection committee for a period of three years. It is hoped that the awardees will join the organizers in promoting the Prize within New York City Government. The cash awards will be supported through annual fund raising. Contributions to the Prize are administered by the Fund for the City of New York and are tax-deductible.

*TEAM AWARD NOMINATIONS ARE LIMITED TO TWO (2) EMPLOYEES ONLY.

Nomination & Selection

Since its founding in 2005, the Hayes Prize has been awarded to 29 individuals representing 16 different agencies. In 2018, an individual Prize was awarded to **Janet Amaro, Director of the Project Management Office** at the Department of Correction, and **David Dubovsky, Associate Project Manager**, and **Daniel Wood, Associate Staff Analyst**, from the New York City Transit Authority, received a team award. Nominations from all agencies, including central administrative and operating agencies, are welcome.

Criteria

Individuals or teams of two individuals who are relatively early in their public service careers (approximately 2-6 years of City service), and who look forward to continuing careers in public service are eligible candidates. Nominations should focus particularly on either the development of new services, products, and technologies or leveraged existing practices or technologies in unique and creative ways that significantly improve City government service delivery.

For recognition, the innovation should show a demonstrated impact to the candidate's agency at least and possibly be transferrable to other agencies across the City. The Prize will be awarded to candidates who, in the opinion of the Selection Committee, have made the most innovative and effective contributions to intra- and/or inter-agency service delivery. The work that they are engaged in may be related to a specific project or an ongoing effort.

Process

Nominations for the Prize may be made by anyone with knowledge of the accomplishments of eligible candidates, including agency heads and management, other public employees, and individuals outside of City government who are familiar with the work of an eligible candidate.

Selection

In addition to the completed nomination form, the Selection Committee also may speak with people familiar with the nominee's work, including the nominator. The Committee may also request an interview with the nominee. The Selection Committee will be composed of a representative of the New York City government, prior Prize recipients, and colleagues of Fred Hayes. It is expected that the Prize recipient(s) will be announced during the spring of 2019. All decisions of the Selection Committee are final.

For additional information about Fred Hayes, as well as information about the work of former winners of the prize, visit www.fredhayes.info.

THE HAYES PRIZE: NOMINATION PROFILE FORM

INSTRUCTIONS: Please complete the following form and submit it, **along with the required documents listed on the back of this form**, via email to executivedevelopment@dcas.nyc.gov. Documents can also be sent through the post to: The Frederick O'Reilly Hayes Prize, Organizational and Executive Development Programs, 1 Center Street, The David N. Dinkins Municipal Building, Room 2445, New York, New York, 10007. The deadline for the completed nomination package is **Monday, March 25, 2019**.

Today's Date: _____

Nominee(s) Profile Information

1. A) First Name: _____ Last Name: _____

B) First Name: _____ Last Name: _____

(The name of "Person B" is required only if a two-person team is being nominated for the Prize.)

2. Job Title(s): A) _____ ; B) _____

3. Agency: A) _____ ; Abbrev: _____

Agency: B) _____ ; Abbrev: _____

4. Agency Address: A) _____

Agency Address: B) _____

5. Department (unit, etc.): A) _____ ; B) _____

6. Date entered City Service: A) _____ ; B) _____

7. Business Telephone: A) _____ Email Address: _____

Business Telephone: B) _____ Email Address: _____

Nominator's Information

1. First Name: _____ Last Name: _____

2. Relationship to Nominee(s): A) _____ ; B) _____

3. How long have you known the nominee(years/months): A) _____ ; B) _____

4. Telephone Number: _____

5. Contact Email Address: _____

NOTE: The Selection Committee may contact people familiar with the nominee, including the nominator, for additional information about the project or program being considered.

THE HAYES PRIZE: NOMINATION PROCESS DESCRIPTION

1. **Where should nominations be sent and by when?**

Completed nomination packages must be submitted by **Monday, March 25, 2019**.

Packages can be sent via email to executivedevelopment@dcas.nyc.gov, or mailed to: The Frederick O'Reilly Hayes Prize, Organizational and Executive Development Programs, 1 Center Street, The David N. Dinkins Municipal Building, Room 2445, New York, New York, 10007.

2. **Who can nominate?**

Anyone may nominate who has first-hand knowledge of a nominee's project or program, and who has judged the work to be compatible within the goals of the Prize. People making nominations do not have to be members of the nominee's agency or department, nor do they have to be employees of the City or other public sector organizations. City agency heads and supervisors are strongly encouraged to make nominations. Self-nominations will not be accepted.

3. **What has to be submitted?**

- A completed nomination profile form
- A current resume for each nominee
- A complete overview of the project or program of the nominated individual/team, including the problem that was addressed or the opportunities captured
- Description of the work as related to the Prize criteria:
 - a) Creativity: What makes the project or program innovative, distinctive, or even groundbreaking in improving City government service delivery?
 - b) Execution: How was the project or program undertaken and operationalized?
 - c) Use of analytics: How did the use of data or analytics make the project effective?
 - d) Public Service: How, beyond their work on the project, has the nominated individual or team demonstrated enthusiasm for and a commitment to public service?

NOTE: Team award nominations are limited to two (2) employees only. Also, when a team of two people is nominated, both individuals should be essentially at the same level within the organization. In these instances, please be clear in the nomination letter about the roles of each person on the team, particularly the relationship between the two in performing the work for which they have been nominated.

Any questions? Please contact DCAS Citywide Organizational & Executive Development Programs at executivedevelopment@dcas.nyc.gov, or call 212-386-0004. Questions for the Hayes Prize Committee should be addressed to jweiner@orintl.co.uk