

BU Asia “Caring for the Daring” Awards 2023



Caring is about being part of a team

How can you make it win?

Learning is about having an open mind

What will you change?

Performance is about speed and excellence

How can you deliver on it?

Grand Winner
50% of monthly basic salary for winner team member(s)
(not exceeding CHF10K/Award)

Consolation Prizes
CHF1K per final nomination by MDs (individual/team)

Objective

- Reinforce our winning culture & celebrate success with the team.
- Promote a high performance culture by intentionally giving extra care to those who dare to go the extra mile.
- Encouraging daring initiatives to drive a winning culture.
- Help employees to see how their behaviour contributes to the success of their team and the company overall.

Five Award Categories



Ownership & Accountability

To recognize individual/team who is taking extraordinary initiative to drive new opportunities within or beyond their job description (drive business growth, accomplish higher customer satisfaction, achieve higher productivity etc.)



Agile & Speed to Win

To recognize individual/team who cuts through complexity with an entrepreneurial spirit and act quickly to grab opportunities in the fast changing market place (win projects and satisfy customer faster & smarter, driving sales & productivity in efficient & effective way etc.)



Open & Curious

To recognize individual/team who is continuously learning, with an appetite for change and a thirst for innovation with the mind-set of leading not following (driving innovation & sustainability that contribute to strategy 2025 etc.)



Bold & Fearless

To recognize individual/team who is courageous to embrace changes, speaks up for new ideas, acts with integrity and is tirelessly challenging the status quo (push new products, approach new customer segments, driving continuous improvement etc.)



Win as One Team

To recognize individual/team who relentlessly drives for growth, taking personal responsibility and collective accountability to breakdown silos and deliver excellent performance (teamwork that contributed to excellent results)

Nomination & Winner Selection

Recognition Period	1 st January 2023 – 31 st December 2023
Nominator	<ul style="list-style-type: none"> • Step 1: Everyone in GF Piping Systems, BU Asia can nominate for the candidates that fit with the award criteria. • Step 2: Submit the nominator write-up to Country Head/MD/Functional Regional Head (cc Shirley Chen chen.shirley@georgfischer.com) latest by 18th January 2024. • Step 3: MD/Local HR to submit the grand final submission for judgement to Shirley Chen chen.shirley@georgfischer.com latest by 25th February 2024. Number of nominees to be submitted by country depends on its size (<30 employees: 1 nominee, 30-99 employees: 2 nominees, 100+ employees: 3 nominees)
Qualified Nominees	<ul style="list-style-type: none"> • All Companies in GF Piping Systems, BU Asia and GI team involved in BU Asia projects • Individual or Teamwork: both can be entitled
Nomination Write-Up	<p>Complete nomination form with following criteria submitted before deadline</p> <ul style="list-style-type: none"> • The facts & metrics that demonstrate success, progress and milestones are clearly outlined • Detailed description of what behaviour and actions that the nominee demonstrated and how this contribute to the success, progress and milestones • How this embodies our GF values
Judges	<ul style="list-style-type: none"> • BU Asia SteerCo • Special invited judges from Headquarters
Winner Selection	<ul style="list-style-type: none"> • Grand Winner: One winner (individual/team) will be selected for each Award Category and will receive 50% of monthly basic salary per winner team member, total cap not exceed CHF10K/Award • Consolation Prizes: Nominees (individual/team) not selected as winner will get CHF1K per final nomination