



CONCEPT OF THE 26th YEAR MANAGER OF THE YEAR COMPETITION

The MANAGER OF THE YEAR AWARD

is a professional competition, which recognizes and promotes leading managers, who, across industry and regions, have shown outstanding skills in their respective fields.

The annual Award is announced by the [Czech Management Association](http://www.cma.cz) (ČMA).



In the 25 years of the competitions' history, the title MANAGER OF THE YEAR has been awarded to 61 personalities, while 1487 finalists took part in the competition.

Now in its 26th year, the MANAGER OF THE YEAR AWARD opened new categories, thus reacting to new trends and developments in management.

Eligibility

1. Any manager operating in an organization registered in the Czech Republic regardless of age or gender.
2. The manager does not have to be a citizen of the Czech Republic.
3. Any manager with at least 3 years' experience in a company/organization in the Czech Republic. Exception is for categories Young Manager Talent Up to 35 years old, Smart Manager, Crisis/Interim Manager, Foreign Manager and Visionary, where the contestant will have 2 years of manager position.
4. Company owners must be active in the management of their business. An exception is the Visionary category, where a businessman may no longer have a manager function.
5. A nominee must also comply with the following criteria:
 - personal contribution to the success of the company / organization and its development
 - use and development of modern management methods, strategic and inventive thinking
 - organization of the company and motivation of workers
 - his/her moral and ethical level of business conduct

Further Prerequisites

The application includes consent with the competition's rules and the use of personal data according to GDPR. The applicant agrees to pay the entry fee of 15,000 CZK incl VAT. An exception is the category Young Talent with an entry fee of 5,000 CZK incl. VAT.



The entry fee:

- Top 15 managers receives a brief benchmark report with several recommendations from the evaluation committee
- finalists of the competition category Young Managers up to 35 have the opportunity to join the XY-Transfer mentoring project free of charge (see www.cma.cz/)
- entitles the nominee plus one to participate in Award ceremony in April 2019
- includes the promotion of winners and finalists as well as their companies and organizations as part of the competition.

Award Schedule

Nominations and applications October 2018 - February 2019

A manager who has been nominated by another person and accepts the nomination, will hand in his completed application.

A manager who nominated him/herself to the competition will hand in his completed application.

Evaluation process: December 2018 - March 2019

All applications will be first assessed by an Evaluation Committee. The 15 finalists with the highest score will be invited to give a personal presentation before the competition's Board of Jurors (the Board). This will then choose the Manager of the Year as well as the TOP10 managers.

Award ceremony April 25, 2019 Prague Zofin Palace

Announcement of the Manager of the Year, the TOP10 managers and winners of the individual categories.

How to enter the competition

Nomination forms are available on www.manazerroku.cz

- A manager can be nominated for the competition by both legal and physical persons. The nomination form can be found on www.manazerroku.cz.
- Contestants are proposed by nominating partners: The Czech Management Association, its regional and professional clubs, especially the Managers of the Year club. Nominations are submitted by cooperating organizations and associations such as the Czech Business Council for Sustainable Development ([CBCSD](#)), the Union of Czech and Moravian Production Cooperatives ([SČMVD](#)), the Czech Association of Start-Ups qualified for investment ([Česká asociace startupů kvalifikovaných k investici, z. s.](#)) and other professional associations, universities, state schools, private and public institutions.
- Nominations are submitted by the publishing house [Economia, a.s.](#), which is the main media partner for the 26th year of the competition.



Nomination procedure

- The nominee (individual / institution) fills in the nomination form, confirming that the nomination has been personally discussed with the candidate. The nomination will be sent to the competitions project manager at ČMA: anderova@cma.cz
- The ČMA will check and verify the accuracy of the nomination, contact the nominee, and verify his approval of the nomination. Afterwards ČMA forwards the application to the nominee, including a request to discuss the nomination. Upon receiving the completed application, it will verify its completeness and payment of the entry fee.

2. The nomination form can be downloaded on www.manazerroku.cz

- The nominee will complete a simple 2 to 4 page questionnaire, adding required material and links.
- The nominated manager will agree to the use of personal data under GDPR and agree to pay the entry fee.
- The approval of the nomination is confirmed by the management / board of directors.
- The data and information is processed by the nominee's company/organization
- As part of the application procedure, the nominee forward will 10 photos and / or videos that characterize the manager's profile as well as his/her company or organization (Print resolution: 300 DPI, video size: MP4, Full HD resolution - max 30 sec.)

Award Categories

I. New Categories

1. Future Leader (Idea, Vision, Hi-tech)
2. Smart Manager (Industry 4.0, Smart life, Smart Cities, Smart Regions)
3. Crisis / Interim Manager
4. Foreign Manager
5. Young Talent (Managers up to 35 years)

For these 5 categories, it is not necessary to meet all the conditions for participation in the competition, such as 3 years in a manager position. Specific terms queries - see Contacts below.

II. Professional Categories

1. Industry
2. Agriculture
3. Services
4. Non-profit (including culture, sports, health)
5. Public administration (state administration and local government)



III. TOP10 managers

The TOP 10 Managers in the Czech Republic will be selected among the 15 finalists with the highest score, on the basis of a personal presentation with the competition's Board.

IV. Manager of the Year

After assessment by the Evaluation Committee and a personal presentation, the Manager of the Year will be chosen by the competition's Board. There will be no differentiation between male and female managers.

V. Special category - Innovation for Sustainable Development

Expert guarantor and promoter is the Czech Business Council for Sustainable Development (CBCSD - www.cbcsd.cz).

VI. Special Award by the magazine Modern Management

Finalist evaluation system - complex

The evaluation system follows the Hoshin Kanri methodology, combined with EFQM criteria.

What is being evaluated:

1. Past achievements

Key performance indicators (KPI) of the preceding 3 years and economic results according to EFQM. For the Young Manager category, the KPI are evaluated for the last 2 years.

2. Improvements (use of human resources and innovation)

Promotion and motivational skills

- a. achieving success through improving employees' performance
- b. developing organizational capabilities
- c. use of creativity and innovation (according to EFQM)

3. Opportunities and threats (Risk management, SWOT analysis)

Ability to evaluate risks and take advantage of opportunities, leadership through change, ability to plan for a sustainable future, use of benchmarking.

4. The Future

Short and long term strategies, vision and inspiration



Evaluation of participants

- The Evaluation Committee will assess each nomination, awarding each criteria with points. The highest possible score is set at 100 points.
- According to the highest scores, the Evaluation Committee will select 15 finalists, who then will be invited to hold a personal presentation before the competition's Board. The Board is composed of representatives of the ČMA, partners and experts.
- Each of the 15 finalists will give a ten minute presentation of him or herself, focussing on their professional life, especially on the biggest challenges they have encountered and managed.
- After the presentation the nominee will answer the ensuing questions of the Board.
- After the presentations, the Board will select the Top 10 managers in a secret vote.
- Both the Expert Evaluation Commission and the Board will forward a written explanation of their choice to the TOP10 managers.

The resulting number of points makes the arithmetic average of the number of the points awarded by the members of the Board.

The total result is the sum of the arithmetic average of the points awarded by the Expert Evaluation Committee and the Board (maximum: 100 points).

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