

# Rock Star Of The Quarter Awards



Company Confidential | 2022

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# What? How?

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## WHAT ARE THE ROCK STAR AWARDS ALL ABOUT?

Simply put, this is our way of **recognizing your 'kung-fu'**. We are all part of a larger system and often, may or may not realize the value we bring forth. This is our attempt to appreciate just that. Once every quarter, you stand the chance to win an award and be recognized by your peers and managers for the fantastic work that you do.

## HOW WILL WE GO ABOUT THIS?

Since the awards are about recognizing someone who really deserves it, it is only fair to ensure that you get a chance to contribute to the award process. In short, this process ensures that everyone has an equal chance at winning the award even if management is on a 3 month holiday or is not in your city. Log on to [Bitly.com/RockstarOfTheQuarter](https://bitly.com/RockstarOfTheQuarter) to nominate a colleague.

## THE SHORTLIST

There is a fair degree of emphasis on both individual and team performance with scores mapped for each level. Nominations for a particular quarter close on the last day of each quarter.

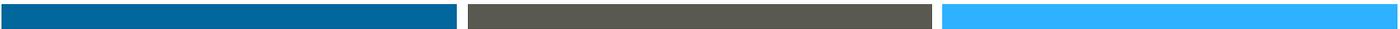
## WHAT'S IN STORE?

**There is one award to be won every quarter across each company.** Final winners gets a citation/trophy along with Amazon Gift Vouchers of Rs.3,000/- on the day of the results. All shortlisted nominees will receive a certificate of appreciation/citation. In case of a tie, average scores are calculated and a single winner will be announced.

## REMEMBER THIS!

Your nomination **does not guarantee** the nominee an award or ensure a shortlist. But the one thing it does is that it ensures is that the nominee gets considered for an award. If, for some reason, the entries submitted **do not reach a certain internal benchmark**, are half-baked or simply not aligned, it is possible that no award may be given out in a particular quarter or category. In such a case, management decision will be final & this shall be communicated to the team.

# There is more.



## HOW MANY COLLEAGUES CAN I NOMINATE?

You can nominate a **maximum of 3 people per quarter**. These can be across the company and may include, peers and line managers. The intent is to ensure that over time, the awards do not become a popularity contest.

## CAN MANAGERS NOMINATE?

Starting 2019, your **managers, peers, including the directors** and other partners can nominate people. The process remains the same and nominations from directors/managers carry the same weightage as peer nominations.

## HOW IS THE GRADING DONE?

With effect January 2019, grading and point tally is a two step process. Every nominee gets one point for every nomination. Additionally, the average rating by peers/nominators will be added to the overall score. It is possible that people with a fewer # of nominations but with higher average scores may tilt the decision. This is to ensure efficacy of the program.

## WHAT ARE WE CHECKING FOR?

Every candidate is evaluated on two key parameters, Performance and Behaviour. Each having equal weightage. These weightages are taken into consideration while announcing the award.

## ANY SURPRISES?

The management team and leaders may choose to reward people over and above the given set of awards if they see fit. These awards too, will be based on the same parameters as other awards.

# Nominate a colleague today!