

NOMINATION PACKAGE

The 2017 Frederick O'Reilly **Hayes** Prize

HONORING EMERGING
LEADERS OF INNOVATION IN
NEW YORK CITY GOVERNMENT

NOMINATION DEADLINE:
FRIDAY, MARCH 24, 2017

INNOVATION



THE FREDERICK O'REILLY HAYES
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RECOGNIZING INNOVATION THAT IMPROVES CITYWIDE SERVICE DELIVERY

CITYWIDE ORGANIZATIONAL AND EXECUTIVE DEVELOPMENT

THE HAYES PRIZE: HONORING EMERGING LEADERS OF INNOVATION IN NEW YORK CITY GOVERNMENT

About Frederick Hayes

Frederick O'Reilly Hayes served as Budget Director of New York City from 1966 to 1970. His career spanned federal, state, and local government, and his dedication to improving the delivery of public service knew no bounds. In 2005, a group of Fred's friends and colleagues established the Fred Hayes Prize, paid for completely with private contributions, as a tribute to his outstanding career. The Prize seeks to reward and encourage New York City employees to continue their work in government while leading others in the effort to improve public service delivery.

A Legacy of Inspiration



Fred Hayes instilled the spirit of innovation and excellence to his associates who learned from his ideas, ideals, and work. His friends and colleagues reflect on his career as being,



... marked by first-rate analytic achievements and advances in program design, including new urban programs for the federal agencies that later became HUD; and thoughtful strategies at the Office of Economic Opportunity (War on Poverty) under Lyndon Johnson and Sargent Shriver.

Fred was recruited by John V. Lindsay to be New York City's Budget Director in the fall of 1966. Acting as a bridge between the reformist inclinations and talents of the Lindsay team on one hand and the city government's professional civil service on the other, Hayes and the Budget Bureau became the source of many and the fulcrum of most of the city's modernization and change efforts; the engine of the large-scale recruitment of an entire generation of young professionals who went on to serve New York City, New York State and other governments with distinction for three decades; and the architect of significant operating management innovations throughout the city government.

He represented the best elements of both change and tradition. He deftly served a reform Mayor by bringing in new energy and agility, while at the same time commanding the allegiance and harnessing the wisdom and experience of the seasoned hands. Lindsay said Fred was "the best talent scout" he had ever met.

Fred served in the administration until the start of Lindsay's second term in 1970. He left a legacy of making the City government's professional cadre equal in managerial and analytic prowess to any in the nation, always open to new generations of ideas and knowledge. This award seeks to preserve and encourage that legacy by identifying and recognizing young innovators and managers who uphold the Hayes tradition and extend his remarkable values and disciplined professionalism in public service in New York City.

The Hayes Prize

To honor his career, promote his ideas, and enhance the attractiveness of public service careers, the Fred Hayes Prize was established to recognize innovative contributions to the delivery of service by emerging leaders in New York City government.

The 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 individuals. 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 and supervisors, former recipients, Hayes

friends and colleagues, as well as others interested in promoting promising talent in City government, will be invited.

Hayes Prize winner(s) will contribute to and participate in executive development programs managed by the Department of Citywide Administrative Services. The form of each recipient's participation will be determined after consultations between the recipient and the Department.

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.

Nomination & Selection

Since its founding in 2005, the Hayes Prize has been awarded to 19 individuals representing 12 different agencies. Anyone may nominate an individual or team for the Hayes Prize who has judged the nominee's work to be compatible with the goals of the award, and has first-hand knowledge of the nominee's project or program. Nominations from all agencies, including central administrative and operating agencies, are welcome. Self-nominations are not accepted.

Criteria

Individuals or teams of two individuals who are relatively early in their public service careers and who look forward to continue working in public service are eligible candidates for the award. Nominations should focus specifically on either the development or enhancement of services, processes, programs or technologies that significantly improve City government service delivery.

The Prize will be awarded to nominees who, in the opinion of the Selection Committee, have made the most innovative and effective improvements to intra- and/or inter-agency service delivery to the people of New York City. The work that nominee(s) are engaged in may be related to a specific project or an ongoing effort.

Selection

The Selection Committee will inform the nominee(s) of their nomination, and will interview select nominees about their programs or projects before choosing an award winner. In addition, the Committee also may speak with people familiar with the nominee's work, including the nominator. The Selection Committee will be composed of a representative of New York City government, prior Prize recipients, and friends and colleagues of Fred Hayes. It is expected that the Prize recipient(s) will be announced during the spring of 2017. All decisions of the Selection Committee are final.

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

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.com.

THE HAYES PRIZE: NOMINATION PROFILE FORM

INSTRUCTIONS: Please complete the following form and submit it, **along with the any supplemental materials**, via email to executivedevelopment@dcas.nyc.gov. Documents can also be sent through the post to: The Frederick O'Reilly Hayes Prize, Organization 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 **Friday, March 24, 2017**.

Today's Date: _____

Nominee(s) Profile Information

1. a) First Name: _____ Last: _____

Office Title: _____

b) First Name: _____ Last: _____

Office Title: _____

(A second name and title are required only if a team of two people is being nominated.)

2. Agency: _____

3. Agency Address: _____

4. Business Telephone(s): _____

5. Business Email(s): _____

Nominator's Information

1. First Name: _____ Last Name: _____

2. Agency: _____

3. Relationship to Nominee(s): _____

4. How long have you Known Nominee(s): _____

5. Telephone Contact Number: _____

6. Preferred Email Address: _____

THE HAYES PRIZE: NOMINATION PROCESS DESCRIPTION

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

Completed nomination packages must be submitted by **Friday, March 24, 2017**.

Packages can be sent via email to executivedevelopment@dcas.nyc.gov, or mailed to: The Frederick O'Reilly Hayes Prize, Organization 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. City agency heads and supervisors are encouraged strongly 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 nomination synopsis that addresses the following criteria:
 - a) **Strategy:** What was the project or program, and why is it compatible with the goals of the prize.
 - b) **Creativity:** What makes the project or program innovative, distinctive, daring, or "groundbreaking"?
 - c) **Execution:** How was the innovation implemented?
 - d) **Results:** Use qualitative and quantitative data to support claims of success; explain the measurable impact(s) of the innovation

NOTE¹: Select nominees will be interviewed about their work by the Selection Committee before award winners are chosen. Additionally, the Committee may contact people familiar with the nominee(s) work as needed, including the nominator, for additional information about the project or program.

NOTE²: 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 synopsis about the roles that each person plays on the team, particularly the relationship between the two in performing the work for which they have been nominated.