

Local Legend - Marking Schedule.

This award celebrates a true Local Legend - someone known for their reliability, expertise, and exceptional attitude. They're the person you can give any job to knowing it'll be done right the first time. Nominees exemplify consistency, professionalism and dedication. They make work easier for others, build trust with customers, and contribute to a positive team culture.

Category	Description	Max Points
Reliability and Consistency	Demonstrates dependable, high-quality performance on a regular basis. Delivers results even in challenging circumstances and maintains consistent standards.	20
Work Ethic and Attitude	Displays a strong work ethic, a proactive mindset, and a positive, can-do attitude. Embraces challenges and encourages others by example.	20
Going Above and Beyond	Regularly exceeds expectations in their role, taking initiative or contributing in ways that have a noticeable positive impact on others or outcomes.	20
Contribution to Team and Culture	Fosters a positive, supportive workplace. Actively contributes to a collaborative team culture and builds strong peer relationships.	20
Efficiency and Productivity	Works effectively and efficiently, contributing meaningfully to team and organizational outcomes. Manages time and tasks well.	20

Scoring Guide

- **Exceptional (90–100%)** – Consistently outstanding; a role model and top contributor across all areas.
- **Strong (75–89%)** – Very reliable and impactful; respected and valued for regular high performance.
- **Good (60–74%)** – Solid performer with occasional standout moments and consistent effort.

Local Legend - Example Winning Nomination.

(Note: This is a new award for 2025. An example winning nomination from our previous "Stand Out Performer" award is attached in place.)

I want to nominate 'Nominee' as a Stand Out Performer, a model employee and a model human. It's ironic that I am writing this nomination for Nominee in the same week where he executed a mic-drop burn on me in a group setting here at work, but I still wouldn't hesitate to!

[brand] has three core values which its staff are recognised for, these are:

- Commitment to Listen
- Courage to Act
- Integrity to Deliver what we Promise

Nominee exemplifies these core values and has been recognised internally multiple times for this. He is held in exceptional regard by his peers, managers, subordinates, customers and suppliers. His positive impact and contribution internally create an environment where the people around him, and the wider organisation perform better too.

Nominee understands the technologies and systems that our customers rely on and also how these interact with supporting systems and the operational systems our customers and partners rely on. One of our key partners [Name] who keep us and our communities safe and rely on their communications networks and devices to carry out their duties and to keep themselves safe. When issues occur, and service is impacted, there is significant pressure and attention on resolving the incident quickly and effectively.

In these situations, Nominee's capabilities really shine. His deep technical understanding allows him to focus quickly on the problem, diagnosing the root cause, recovering service and ensuring a return to reliable operations. These capabilities are further enhanced by Nominee's calm and consistent approach and demeanor which provides confidence and structure to the response and helps the rest of the team around him to carry out their roles. Nominee is also very good at understanding and communicating the incident and the process so that the response remains coordinated and the affected customers or parties have confidence that the problem is being effectively managed. This also prevents escalations which invariably create more complexity and distraction.

Nominee's focus on the problem and bringing everyone with him on that journey ensures that he is results driven. His reputation precedes him such that exceeding expectations has become expected, but Nominee simply doesn't disappoint. After he was nominated for another award last year and wasn't successful, I had to console one of our major customers who was so disappointed.

Nominee remains grounded and approachable such that he is regularly consulted and provides leadership, guidance and coaching across multiple teams (even with external clients and partners). This raises the capability and performance of the wider team, and the results

achieved. Nominee is also the face of the [brand] training courses as a public face for this technology for [brand].

[brand] is proud of its record of staff retention, so Nominee's 25 plus year career is not so surprising, but his record of consistent high performance, dedication, professionalism and work ethic is. What is exceptional is that Nominee's history of going above and beyond to help his colleagues and our customers is such that the business has had to implement special controls to prevent him from trying to take on too much.

Nominee works in the company's Service Management Centre (SMC), the 24/7 primary reactive contact point for communications network customers globally and a centre of expertise in monitoring customers' networks and proactively suggesting improvements, often identifying issues before they are noticed by customers and solving them in a timely manner. Nominee leads the company's delivery response for key customers.

Nominee holds himself to extremely high standards and cares deeply about the end users of [brand]'s radio communications networks. Because many of these customers are first responder agencies, the response required can be extremely urgent, particularly during operational events.

His approach over time has resulted in [brand]'s first-responder customers in New Zealand having deep confidence in Nominee's commitment to their needs.

Nominee ensures that high-priority incidents and service-impacting events are responded to and resolved in the fastest possible way. Scheduling and managing planned change outages are always well communicated to the customer and designed to minimise disruption. His methodical approach and ability to explain the work to technical and non-technical audiences is highly valued by our customers.

He is a true leader, always displaying a concern for the customer and the communities they are working to keep safe and is widely respected by his colleagues.

This nomination included 4x references as evidence of the above.