

**Contributing to Croatia's future
by developing talented, ethical, open-minded business leaders**

AmCham Talents 2017

MODE OF WORK

The program will feature:

- 10 events
- Competition for the AmCham Talent of the Year – the participants collect points (attendance, team paper and individual paper). The best three candidates will hold a speech and participate in the panel discussion at the final event.

Judging committee

Ognjen Bagatin, Direktor, Poliklinika Bagatin
 Hrvoje Bardek, Partner, CMS Reich-Rohrwig Hainz Rechtsanwälte GmbH
 Nikola Drašković, Senior Lecturer, Rochester Institute of Technology Croatia
 Tomislav Juraga, Country Manager, Dell
 Andrea Doko Jelušić, Executive Director, AmCham
 Mario Jurišić, član Uprave, PBZ Card
 Ivica Krizmanić, General Manager, Esplanade Zagreb
 Zvonimir Madunić, Partner, EY
 Bojan Poljičak, Director, Adecco
 Irena Stastny, Market Access & Communication Manager, AbbVie
 Ivan Žižić, član Uprave, Raiffeisenbank Austria

Participant evaluation

Task	Points
Team paper	25
Individual paper	30
Points per attendance – 5 points per event (8 lectures + Speed networking)	45
Max no of points	100
Final debate between three top candidates (the Committee chooses the order of the candidates (+10, 15 or 20 points))	
Minimum points for receiving the certificate	60

The number of points an individual receives for the papers will be calculated as a percentage of the total points received for the paper itself. For example: the maximum amount of points a team paper can receive is 180. If a paper receives 150 points, 83% out of 25 points will be contributed to each team member (20,67 points). We will be rounding the numbers to two decimal places. When identifying the best three candidates, in case of candidate overlap, there will be additional voting on the quality of the papers and candidates.

Team paper:

2040: Croatia the leading tourist destination on the Mediterranean

- Describe what steps stakeholders in Croatia took to achieve this status

Each team will be assigned an "advisor". Advisor is a member of the judging committee that can give guidance to the team members. The team members will have a chance to meet him/her and discuss their progress on the paper in an half an hour session on a pre-determined date. In order to ensure transparency the advisor will not grade the paper of their team.

Team paper grading criteria (1-5 point scale for each criterion):

- Strukturiranost rada / Paper structure
- Inovativnost / Innovativeness
- Upotrebljivost i održivost ideja / Applicability and sustainability of ideas
- Kvaliteta razrade ideje, argumentacije / Quality of arguments and idea development

Individual paper:

Develop a 10-year educational and development plan for Sales Manager

Individual paper grading criteria (1-5 point scale for each criterion):

- Strukturiranost rada / Paper structure
- Kvaliteta analize / Quality of analysis
- Kvaliteta razrade ideje i argumentacije / Quality of arguments and idea development
- Kvaliteta zaključka / Quality of conclusion

Individual paper will not be graded by all committee members. We will determine the amount of papers reviewed by each committee member depending on how many papers we receive.

Paper format

- Language: Croatian
- Both papers need to be up to 3 pages long (graphs, charts incl.). The cover page and bibliography will not be counted in the total number of pages. Papers exceeding the maximum no. of pages will not be taken into consideration.
- Font: Verdana 10
- Line spacing: 1,5

If you will be including data it is **not allowed to place a link** to a data table or statistical graphics (pie charts etc.). These graphics/tables need to be included in the paper itself. Paper needs to contain **sources** that will be cited according to the Harvard citation style <http://www.efzg.unizg.hr/default.aspx?id=7012>. Participants need to be as **concrete as possible** when presenting their ideas.

Each committee member will assign certain number of points to each paper they grade (each criterion carrying a scale of 1-5). The points of all committee members will be accumulated for each paper and paper with most points will be chosen as the best.



Note: Team members have the right to inform AmCham of a non-participating team member. The non-participating team member will be given "0" for the team paper.

Deadline for paper handover

Team paper: end of day May 21 / grading by July 15

Individual paper: end of day September 3 / grading by November 4

Paper presentation: the 2 best teams present their work at the following lecture (each presentation up to 5 minutes).

The point value of papers sent 24 hours after deadline will be reduced 10%. Those sent after this second deadline and those that do not fulfill the required paper format and topics, will not be considered.

Please send your papers to the official program e-mail: talents@amcham.hr.