

AmCham Talents 2019

MODE OF WORK

The program will feature:

- 10 events
- Competition for the AmCham Talent of the Year – 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

Višnja Božinović, Board Member, Raiffeisenbank Austria

Tea Hitner, Business Development Manager for Medical Tourism, Poliklinika Bagatin

Igor Grdić, Country Manager Central Southern Europe, Vertiv

Irena Stastny, Market Access & Communication Manager, AbbVie

Dario Bodulica, National Field Sales Director and Member of the Management Board, Carlsberg Croatia

Sandra Lisac, Partner, CMS Reich-Rohrwig Hainz Rechtsanwälte GmbH

Zvonimir Madunić, Partner, EY

Ernest Vlačić, Head of e-leadership MBA study programme, Visoko učilište ALGEBRA

Ivica Krizmanić, General Manager, Esplanade Zagreb Hotel

Andrea Doko Jelušić, Executive Director, American Chamber of Commerce in Croatia

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: if 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:

Employee skills in digital transformation

- *Describe key skills employees need to possess in order to successfully take part in digital transformation of their companies.*

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):

- Paper structure
- Innovativeness
- Applicability and sustainability of ideas
- Quality of arguments and idea development

Individual paper:

Create new example project of corporate social responsibility

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

- Paper structure
- Quality of analysis
- Quality of arguments and idea development
- 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
- Format: Microsoft word (.docx)
- Font: Verdana 10
- Line spacing: 1,5
- Margins: normal
- 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.

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/za-studente-29717/knjiznicno-dokumentacijski-centar/citiranje-33789/33789>).

Participants need to be **as clear and specific as possible** when presenting their ideas.

Disregarding the above mentioned criteria will result in decrease of points by 10%



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.

Deadlines for paper handover

Team paper: end of day June 23 / grading by September 1

Individual paper: end of day September 8 / grading by November 1

Paper presentation: the best team will present their work at the following lecture (presentation up to 5 minutes).

The point value of papers sent 24 hours after deadline will be reduced 10%. Those sent after this time will not be considered.

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