

AmCham Talents 2018

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*

Liana Keserić, Board Member, Raiffeisenbank Austria

Monika Friščić, HR Manager, Poliklinika Bagatin

Lota Horvatek Ivezic, Business Unit Manager Humira, AbbVie

Hrvoje Bardek, Partner, CMS Reich-Rohrwig Hainz Rechtsanwälte GmbH

Zvonimir Madunić, Partner, EY

Tomislav Matija Varga, President of the Board, Atlas

Ivica Krizmanić, General Manager, Esplanade Zagreb Hotel

Anita Letica, General Manager Croatia, Philip Morris Zagreb

Mihael Furjan, President of the Management Board, Pliva Hrvatska

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

**Further members may join the Judging committee before the actual grading process*

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:

Describe the process of digital transformation on the example of a hotel

- Describe ways in which processes of digital transformation directly affect and transform the hotel business, on an individual example. Keep in mind that digital transformation is an ongoing process. Think ahead and provide ideas for changes that it is currently causing as well as those that it will cause in the future, and how these will specifically reflect on the functioning of the hotel industry.

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:

2030: Future skills for the labor market that are missing from the Croatian education system today

- Discuss new skills that individuals will need to possess on the labor market and provide advice for expanding current educational programs, taking into account societal and technological changes.

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

Participants need to be **as clear and specific 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.

Deadlines for paper handover

Team paper: end of day June 26 / grading by September 3

Individual paper: end of day September 10 / 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.