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# 2018 ACE Awards

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**HBA** Healthcare  
Businesswomen's  
Association

[HBA.net.org](http://HBA.net.org)



**HBA** Healthcare  
Businesswomen's  
Association

2018

ACE Award

**ACE Award**

*Advancement*

*Commitment*

*Engagement*



Visibility. Recognition.  
Credibility. Distinction.  
Competitive Edge.

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The Healthcare Businesswomen's Association's (HBA) prestigious ACE awards program offers healthcare and life science organizations these prominent opportunities by recognizing exemplary internal leadership initiatives that advance and enhance the careers of women.

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Winning companies are showcased across the HBA's extensive community of healthcare and life science companies and are sought out by their peers for insights.

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The recognition garnered by the 2018 ACE (Advancement, Commitment, Engagement) awards will position honored companies alongside an elite group of progressive organizations who are committed to realizing the full potential of their female talent pool by fostering programs that deliver impactful and measurable results.

The ACE awards will be presented to three winning companies at an exclusive luncheon awards event on 5 November, prior to the HBA's Annual Conference, in Washington, D.C. Winners are spotlighted on stage to share highlights of their successful initiative and recognize program champions.

**Award honoree benefits include:**

- Prominent visibility in trade and mainstream media
- Company, individual and/or program features in the HBA Advantage digital magazine and other HBA channels
- Special recognition at the HBA's 2018 Annual Conference (5-6 November, Washington, D.C.)
- Visibility at the HBA's 2019 Woman of the Year event (May 2019, New York City)
- Distinction as an organization committed to fostering leadership opportunities for women
- Invitations to speak at HBA and other industry events

Gender parity is a business issue, not solely a women's issue.

The ACE awards are an established industry platform that helps showcase companies that achieve better business outcomes as a result of their steadfast and sustainable commitment to advancing women.



Four women in professional attire are shown from the waist up, standing in a row. The woman on the far right is holding a large, multi-faceted award. The image is overlaid with a red-to-blue gradient. The text 'About the Award' is centered in white, flanked by two horizontal white lines.

# About the Award

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# Purpose of the HBA's ACE Awards Program

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**Provide** a national stage to showcase excellence and effective results

**Demonstrate** the value of recognition for effective internal women's networks and employee resource groups

**Raise** the bar, set successful examples and inspire others to act

**Build** best practices and a knowledge base of what works

**Celebrate** results of advancing women and improving business results

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# Winning Company Requirements

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To garner greater visibility for winning companies — this year — the ACE awards will be presented at an exclusive awards luncheon in conjunction with the 2018 HBA Annual Conference in Washington, D.C., 5-6 November.

**Representatives** from the recognized companies should be present to accept the ACE award and are encouraged to speak briefly on the highlights and impact of their initiatives.

**Honorees** are asked to produce a 3-5 minute video highlighting the program and its participants to show at the luncheon and on the HBA's website.

**Winners** are showcased across HBA media and are invited to host and/or speak at HBA national and local events.

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# Award Categories

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Winners are selected from three different size categories:

**Small company:** revenue up to \$25M and/or up to 100 employees

**Medium company:** revenue \$26M - \$100M and/or 101 – 1,000 employees

**Large company:** revenues over \$100M and/or over 1,000 employees

Public and private companies of all sizes are eligible and a company does not need to be an HBA corporate partner to submit.

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# Award Submission Fees

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**small/medium  
size companies**

**\$1,000 USD**

**large size  
companies**

**\$1,500 USD**

Customized debriefing sessions are also available. During these one hour consultation sessions, the senior HBA leaders and ACE judges share feedback with guidance on how to improve the company's initiatives.

**Session fees:** \$1,500 USD

HBA corporate partners receive significantly reduced fees as part of their package benefit.

Payment should be sent to the HBA on or before the **deadline of 15 June 2018**.

Email your submission to [ACE@hbanet.org](mailto:ACE@hbanet.org). All submissions are confidential.

HBA corporate partners should contact their account manager or email [ACE@hbanet.org](mailto:ACE@hbanet.org) with questions about this program or visit [www.hbanet.org](http://www.hbanet.org).



Submit for the ACE Awards

ACE submissions should describe how a company's program makes a business case for implementing internal corporate initiatives that advance women's careers in their respective organizations. (If a program is not dedicated exclusively to women, please describe the ways it specifically impacts the advancement of women within the company.)

The ACE award judging panel will allow a degree of flexibility for organizations that provide what they believe are meaningful, measurable results however there must be sufficient information to enable the judges to measure impact.

Submissions should respond to the questions listed within each of the five criteria below. The submission can be provided in Word, PowerPoint or Excel format. Submitters are free to be creative with how they represent their initiative and its impact for judging.

#### 1. Business performance

- What are the program's goals and objectives? How has the program affected overall business performance?
- Does it serve to distinguish the organization and/or provide a competitive advantage? If so, how?

#### 2. Stewardship

- How high, broad and deep is executive commitment to the program, both formal and informal?
- How embedded is the belief in and commitment to the program throughout the organization?

#### 3. Execution

- How has the program been "operationalized" – that is, how effectively has it been communicated, rolled out, designed, adopted, etc.?
- Has the program's potential positive impact on the business been succinctly and effectively communicated?
- Do all or most employees understand the program, what it means for them and their role in its success?

- To what degree has the program been integrated into multiple facets of the business?

#### 4. Sustainability

- How long has the program existed?
- What has been done to ensure the survival of the program beyond the time when its original sponsors are no longer involved?
- What characteristics of the program suggest that it will continue to affect the organization positively and be relevant beyond initial years? Have mechanisms been created so that it can adapt to changes in the organization/industry over time?

#### 5. Measurable results

- What quantitative benchmarks has the program achieved? What is the impact of the program on women in your organization? Document the increases the number of women who have advanced at various levels:
  - C-level, vice president, managing director, etc.
  - In line versus staff roles
  - With P&L responsibility
- Do women in your company experience greater job satisfaction based upon the success or impact of the program?
- Have women participating in the program attained a desired qualification, certification or degree?

Include the total number of employees and the number of employees in the target population.

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# Past Award Winners

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- 2017:** Bristol-Myers Squibb's Network of Women (B-Now)  
athenahealth's Women's Leadership Forum
- 2016:** Quest Diagnostics' Women in Leadership Initiative
- 2015:** Roche Diagnostics' Women Leadership Initiative (WLI)
- 2014:** Baxter Women Leaders Business Resource Group
- 2013:** Quintiles' Women Inspired Network (WIN)
- 2012:** Cardinal Health Women's Initiative Network (WIN)
- 2011:** Bayer Healthcare's Women's Leadership Initiative (WLI)
- 2010:** The WISE program from sanofi-aventis US
- 2009:** Abbott's Women Leaders in Action (WLA) Employee Network
- 2008:** Novartis Pharmaceuticals Women's Initiatives – EWIN/WIL
- 2007:** Johnson & Johnson Women's Leadership Initiative

## UNITED STATES OFFICE

**Hours of Operation:**  
9:00 AM-5:00 PM ET  
Monday-Friday

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#4GenParity