

# What makes an ESP Champion?

Those of us who've managed share plans in-house will know that we typically have to deliver share plans to our employee populations on lean resources and budgets, influencing and negotiating the support of a network of people and functions within the broader organisation, in the UK and in some instances, globally. We need to juggle many priorities – and stakeholders, external and internal – to keep our share plans compliant and effective. Running share plans in-house is both an art and a science – and a challenge! – but a rewarding and fulfilling one.

ProShare's ESP Champion of the Year award recognises the commitment shown by an individual in promoting understanding of share plans/ownership and encouraging informed employee share plan participation within their organisation. Their job title may or may not denote formal or full-time involvement in share plans, and their role may well encompass a number of different responsibilities alongside share plans.

Individuals may be nominated by their line manager, colleagues or an advisor or service provider involved in the design or delivery of the organisation's share plans.

## What are the judges looking for in a nomination?

- Examples of individual's commitment of time and effort
- Ability to generate enthusiasm amongst colleagues and plan participants
- Examples of practical help given in encouraging informed participation in the plan(s)
- Supporting testimonials from a range of people who have worked with/for the individual
- Factors demonstrating the individual going above and beyond expectations of their role or relative seniority, and/or dealing with significant organisational and perhaps regulatory changes and challenges.

## Here is the ESP Champion Award Hall of Fame:

2015 - Pam Roffe, of Royal Dutch Shell;

2016 - Francis O'Mahony, of BT Group;

2017 - Sheila McFadden, of Lloyds Banking Group; and

2018 – Elena Petrou, of Aviva.

## Making a nomination

So how to make a nomination? You don't need masses of resource or time to pull together a compelling and worthwhile nomination. And you definitely don't have to write thousands of words! (Trust me, the judges will thank you for a concise nomination.) What you do need is:



a clear, well-articulated reason for your choice of nominee covering the judging criteria;

a handful of testimonials from people who've worked with or for the nominee - we can keep these confidential if wished or we can cite them in the winners' book; and

a spare five minutes to submit the nomination online – our nominations platform will open later this month, and will close on Friday 6 September 2019. That's it!

Ultimately, the recognition of our peers is the greatest accolade that any of us can aspire to. So tell us: who's your ESP Champion?

ProShare's 28<sup>th</sup> Annual Awards Dinner will take place on Wednesday 4<sup>th</sup> December 2019 at the London Hilton Bankside. Online table bookings will open later this month but you can reserve tables now by contacting [awards@proshare.org](mailto:awards@proshare.org)