**Bellwether League Inc. Nomination Criteria for Candidates**

**(Revised 11.2018)**

***The Nominating Committee, to the best of its abilities, uses the following guidelines when assessing candidates for Bellwether and Future Famer nomination; the Board of Directors selects Honorees for induction in the same way. Nominators also should use this guide.***

1. **Accomplishments:** A Bellwether and a Future Famer develops and implements ongoing strategies and tactics for optimal supply chain and expense management performance and quality of services. Further contributions come from committee involvement and leadership, line management leadership and establishing mutually beneficial; and productive relationships with customers, colleagues and business partners.

* **Ask, what this candidate has done to distinguish himself/herself from other “capable or good” Supply Chain leaders? What has this person accomplished at a “hall of fame” level spanning his/her entire career? What has he or she accomplished at an “all-star” level, such as one or two major wins, project-oriented successes at a high level during a period of several years (more akin to Future Famer status)? How have their achievements advanced the art and science of Supply Chain Management within his or her current employer versus more broadly within the entire healthcare industry? How would that be measured? Who has it affected (a single supply chain department, one hospital, large IDN, industry in total)?**

**2. Ethics:** A Bellwether and/or a Future Famer is well known to live by the highest professional and moral standards, which can affect and influence professional behavior and even results.

* **Think of the term, “beyond reproach.” Is the candidate well known and highly respected for their solid business practices (for both Bellwethers and Future Famers)? Are there any known or even strongly suspicious issues that Bellwether League cannot fully investigate and determine if they are accurate or egregious, but would generate questions and/or skepticism about the wisdom of the Bellwether League in selecting such a person for induction (reflecting badly on the ethics and integrity of Bellwether League)?**

**3. Innovation:** A Bellwether and/or a Future Famer challenges the status quo, pushes the envelope and raises the bar for critical thinking (strategies) and actions (tactics), pioneering new supply chain management models, concepts and ideas that do or may become reality.A Bellweether advances the profession within his or her own and other (customer, client, partner) organization(s) from clinical, financial and operational perspectives.

* + **Consider pioneers who launched/tried something new, well ahead of anyone else, setting the stage for industry development, progression and trending. This could include new products, new technologies, new services, new areas of expertise, new ways of thinking. Have they led the way in an alpha or beta initiative? How have his or her achievements advanced the art and science of Supply Chain Management in the healthcare industry? How has he or she used an application, process or technology to advance operations, which led to greater positive impact on the organization or industry? Or has the candidate simply maintained models and systems put in place by others?**

**4. Integrity:** A Bellwether and/or a Future Famer is known for conducting himself or herself in a trustworthy and honorable manner in everything he or she does.

* + **Similar to “ethics,” is this candidate someone who has said what he or she means and mean what he or she said? How did the candidate commit to accomplish something and follow through consistently? Think of the terms, “beyond reproach,” and “can be counted on or reliable.”**

**5. Leadership:** A **Bellwether** is known for his or her influence, and demonstrated ability to lead (people, “movements”, etc.). A Bellwether has earned industry respect based on his or her professional conduct, ideas and achieved outcomes. A **Future Famer** demonstrates leadership characteristics and skills, but on a more limited or focused level.

* **Was the candidate the first to accomplish something and/or convince others to do it? Is the candidate able to lead a diverse (background, education, way of thinking as well as position/job or role) team of professionals successfully to make a change; get something done: improve something? How does the candidate command/elicit respect? Does the candidate represent the type of person who virtually anyone would choose to or prefer to lead an initiative?**

**6. Length of Service:** A **Bellwether** has served, supported, and advanced the supply chain profession in an exemplary way, for a minimum **25 years**, in a variety of settings and/or in senior level position(s). A **Future Famer** has been leading (official position or role) for **10-15 years**.

**7. Mentoring:** A Bellwether shares his or her experience, knowledge and wisdom with other supply chain professionals to help them become more successful contributors to their organizations, the healthcare industry and the profession at large.

* **Has the candidate taken others “under his/her wing” and guided them, coached them, challenged them to achieve higher levels of performance? Has the candidate shared any secrets of success, without compensation? Did the candidate do this at or for a hospital? Many hospitals? As a consultant, GPO, supplier? Through a presentation or conducting a class? Writing an article, book or whitepaper? All would potentially impact the industry and/or profession.**

**8. Reputation:** A Bellwether and/or a Future Famer is known to be a highly regarded professional within his or her organization and who influences those up and down the corporate hierarchy on the enterprise benefits of optimal supply chain management models, principles and performance.

* **Does the candidate’s name come up first when other supply chain leaders are talking about pioneers, contributors, innovators, leaders, speakers or authors? Are there any real or potential shortcomings? Are they “above reproach?”**

**9. Supply Chain Advocacy:** A Bellwether (and/or a Future Famer to a lesser extent based on less time in the profession) contributes expertise about supply chain management operations on a local, regional or national level, to audiences inside and outside supply chain management. Such efforts include active association participation (e.g., office holder, committee chair or contributor, speaking engagements); active media coverage (e.g., article writing or being interviewed by the trade media); teaching (e.g., supply chain educational, informational and training sessions for the C-suite, management team and/or clinicians); and volunteering (e.g., serving on task forces and teams dedicated to improving clinical, financial and operational activities, and charitable enterprises to assist those in need).

* **Has the candidate appropriately challenged the status quo? Not given up when faced with an obstacle that would prevent the advancement of supply chain management (principles or performance)? What about preparing and presenting compelling, quantitatively derived business cases to the C suite, Board, peers, customers, clinicians and physicians? What about in the industry (at conferences)? Or does the candidate just express opinions based on experience? Is the candidate promoting supply chain management and what it can or has accomplished internally or even externally in other venues and with other stakeholders?**

**10. Holistic Performance:** A Bellwether is not just a solid performer, but someone who has risen above others in the field. A Bellwether has accomplished more than most, has moved the industry and/or the profession to a higher level of performance, and has used his or her knowledge and influence to benefit others.

* **Has the candidate made such an impact on the profession? How? How does the candidate compare to the many others who have already been inducted into Bellwether League?**