



The Danish Wind Industry Associations Talent Award

Objective

The purpose of the Talent Award is to put spotlight on the talents in the Danish wind industry. The Talent Award rewards the improvement of human resources. Resources that are needed in order to develop and expand the industrial success of wind power in Denmark. Talent scouting is an important element in strengthening the industry. Successful talent selection will benefit all companies.

The Candidate

The Talent Award will primarily focus on the candidate's potential. The person in question must already have shown his or her potential through an extraordinary performance and yet still have future potential.

The award will go to an employee, who

- has not turned 40, when the award is presented
- has shown a special talent for developing new technology or products, management, finance, sales or commutation. Also, the person must have the promotion potential.

Furthermore, we imagine that the person:

- is either a specialist or a middle level manager
- has achieved concrete results and shown great potential for a significant career
- is innovative and thinks creatively
- is a role model for colleagues in the industry
- has the willpower to do more and strives in order to develop his or her career.

Nomination

The nomination of candidates will be carried out according to the enclosed guidelines. **Nomination deadline is the 16th of February 2008.** Contact Anders Mika Dalegaard on amd@windpower.org

The prize

The winner of the Talent Award will receive a high-quality management seminar sponsored by Center for Ledelse. The award winner is revealed on the Danish Wind Industry Association's Annual Meeting on 25th of March 2009

The jury

Initially the companies sponsoring The Talent Factory will select five nominees whereupon an external jury consisting of representatives from business and education institutions will select the winner.



Guidelines for the nomination of candidates for The Danish Wind Industry Association's Talent Award 2009.

The purpose of this guideline is to inspire the companies, who nominate candidates for The Danish Wind Industry Association's Talent Award.

The primary focus of The Talent Award is the candidates **potential**. Therefore, it has to be a person, who has impressed with an extraordinary performance and has the potential to do more.

The only official requirement to the nominees is that they must not be over the age of 40, when the award is presented.

There are primarily two aspects that should be emphasized in the nomination of candidates.

1. A description of the candidate's performance and career development through concrete examples - the person's ambition, dedication and professional abilities reflected in the work for the company.
2. A description of why this particular candidate has the potential to go even further in the wind industry.

For inspiration here are a number of areas that could be considered in connection with the nomination of candidates:

- The candidate's ability to make decisions, take initiative, to work across the organization, to communicate and cooperate.
- The candidate's motivation in working for the company, as a role model, and a key driver.
- The candidate's self-confidence, persistence, dedication and desire for a career?

These areas should not be seen as a template where all the items should be described. They are just for inspiration.

Do you have questions regarding candidate nomination, contact Anders Mika Dalegaard on +45 33 73 03 41 or amd@windpower.org. **The deadline for nominations is 16th February.**

Template for candidate nomination:

1. Name:

2. Age:

3. Education:

4. Description of Career, Performance and Potential:

Remember to use concrete examples