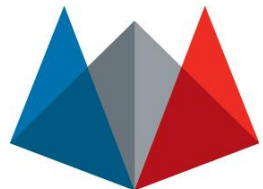


Team Name: _____ Team Letter: _____ Judge's name: _____



HRC WEST

Western Canada's Premier
HR Case Competition

Judges Template 2020

Criteria	Excellent 5 points	Good 4 points	Fair 3 Points	Below Average 2 Points	Needs Improvement 1 Point	Score
Identify Issues <i>Possible 20pts</i>	<ul style="list-style-type: none"> Key insights into the case are discussed with little repetition All critical issues are identified Issues are prioritized based on sound reasoning 	<ul style="list-style-type: none"> Case is summarized well, key insights mentioned Most of the critical issues are identified Issues are prioritized 	<ul style="list-style-type: none"> Adequate summary of case Some issues identified, others are alluded to Focus is on one key issue with passing mention of others 	<ul style="list-style-type: none"> Basic summary of case is provided, with little analysis One issue is identified repeatedly Minimal effort given to prioritizing issues 	<ul style="list-style-type: none"> Case facts are simply repeated, not summarized No attempt made to synthesize issues The critical issues of the case are missed 	<p style="text-align: center;">X 4 =</p> <hr/> <p style="text-align: center;">20</p>
Solutions <i>Possible 20 pts</i>	<ul style="list-style-type: none"> Recommendations address all critical issues well Evidence supports recommendations Recommendations are realistic Sound business practices applied Recommendations creative & reflect workplace culture 	<ul style="list-style-type: none"> Recommendations cover most of the critical issues Evidence is used to support some recos Some recos reflect generic best practices Decisions justified Some creativity but reliance on best practices 	<ul style="list-style-type: none"> One or more good recos, but some issues unaddressed Minimal evidence to support Recommendations may not be completely realistic Recommendations don't fully reflect workplace culture Solutions lack creativity 	<ul style="list-style-type: none"> A few issues addressed; but some missing Little evidence provided for recos Some recos are unrealistic; don't fit the culture Decision-making is very vague, scattered thinking Simplistic solutions 	<ul style="list-style-type: none"> No real recos Solutions are suggested; to problems not identified Recos not at all realistic Decision making is unclear or divided Solutions are not articulated clearly or missing 	<p style="text-align: center;">X 4 =</p> <hr/> <p style="text-align: center;">20</p>

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Criteria	Excellent 5 points	Good 4 points	Fair 3 Points	Below Average 2 Points	Needs Improvement 1 Point	Score
Implementation <i>Possible 20 pts</i>	<ul style="list-style-type: none"> Fully considered action plan w/realistic timeline for implementation Comprehensive action plan defined Sound estimation of costs, with justification Risks defined + plan to mitigate Evaluation method for recos is strong Feasible alternatives identified should 1st plan fail 	<ul style="list-style-type: none"> Workable action plan with reasonable timeline is offered Costs estimated, with basic justification Risks identified & discussed Evaluation plan mentioned & feasible Contingency plan mentioned; may be risky or unrealistic 	<ul style="list-style-type: none"> Timeline is provided but not practical or realistic Some necessary resources mentioned, some missed Costs are stated, not well justified Risks are identified; not accurate or well explained Eval method is confusing or lacking Contingency plan confusing or minimal 	<ul style="list-style-type: none"> Timeline is inappropriate Action plan misses identifying needed resources Costs are missing or not justified Risks are vaguely mentioned Inadequate evaluation method No contingency plans evident 	<ul style="list-style-type: none"> No timeline Plan not aligned with resources available No consideration of costs Risks are not discussed No eval method is provided Contingency plan not considered at all 	<p style="text-align: right;">_____ X 4 =</p> <p style="text-align: center;">20</p>
Presentation Delivery <i>Possible 20 pts</i>	<ul style="list-style-type: none"> Team confident w/excellent delivery All team members contributed equally Presenters spoke clearly, effective volume, pace, tone Body language, movement supported presentation No signs pf reading from a script Engaging, thoughtful delivery 	<ul style="list-style-type: none"> Team mostly confident in delivery, good overall delivery Contribution by team members fairly balanced Most presenters spoke clearly w/good pace Body language, movement appropriate, not distracting Mostly engaging with slow or confused moments 	<ul style="list-style-type: none"> The team displayed some poise w/nervousness Contribution appeared a bit lopsided Clear speaking but issues with pacing Effective use of movement or body language minimal Some off-script moments, others involved script reading 	<ul style="list-style-type: none"> Team members struggled w/organization, nervousness, presence at times Uneven contribution to presentation Issues with volume, clarity + pacing Body language and movement distracting at times Script reading 	<ul style="list-style-type: none"> Team nervous or disorganized throughout One team member carried presentation Voice clarity, volume and pacing made the presentation difficult to follow Team seemed unprepared/lost during presentation 	<p style="text-align: right;">_____ X 4 =</p> <p style="text-align: center;">20</p>

Team Name: _____ Team Letter: _____ Judge's name: _____

Criteria	Excellent 5 points	Good 4 points	Fair 3 Points	Below Average 2 Points	Needs Improvement 1 Point	Score
Q & A Management <i>Possible 15 pts</i>	<ul style="list-style-type: none"> • Questions were very well-answered, well-informed • Answers consistent w/recommendations • Team members listened well to questions, before responding • Response consistent w/original recos • All team members responded to Qs • Team members showed respect for one another • Excellent ability to “think on their feet” 	<ul style="list-style-type: none"> • Questions all answered; responses explained/supported reasonably well • Most team members responded to questions, some more than others • Team stuck to their original recos when answering • Team members did not appear flustered • Responses to Q's were not always timely/fluid 	<ul style="list-style-type: none"> • Questions answered appropriately, but in a roundabout way • Not all answers were consistent with recommendations • One or two team members responded to most questions • At times, responses were effective, other times clumsy/disorganized • For the most part, members remained calm 	<ul style="list-style-type: none"> • Team was nervous and hesitated when answering • Difficulty understanding questions • Responses were rushed or too slow • Some members dominated • Team unprepared to defend recos • Significant differences or gaps between recos & responses 	<ul style="list-style-type: none"> • Unprepared to answer questions • Questions were left unanswered • Team members showed minimal respect during Q&A period • Lack of confidence in recos was evident • Responses were significantly unbalanced amongst team members 	<p>_____ X 3 =</p> <hr/> <p>15</p>
PowerPoint Content <i>Possible 5 pts</i>	<ul style="list-style-type: none"> • Slides easy to read and completely free of errors • Slides appropriate in terms of amount of text on each one • Slides have good mix text + visuals/charts • Content of slides was deliberate, well-chosen and made the points of the recommendations 	<ul style="list-style-type: none"> • Slides easy to read, mostly free of errors • Slides flowed in logical order • Slides had appropriate content and included visuals/charts • Slides could have used some more content to make points • Some slide content was redundant 	<ul style="list-style-type: none"> • Slides sometimes either too text heavy or difficult to read • A few errors were noted in the slides • Content chosen for slides appropriate but dull • Slides not always connected to speaking notes 	<ul style="list-style-type: none"> • Slides had far too much text or the order of slides did not make sense • Errors were distracting • Slides were visually unattractive, not engaging • Difficult to read and comprehend 	<ul style="list-style-type: none"> • Slides contained many errors • Order of slides was confusing and disrupted the presentation • Content on slides was poorly chosen and visually distracting • Slides had irrelevant content 	<p>_____ X 1 =</p> <hr/> <p>5</p>
					TOTAL SCORE	/100

Team Name: _____ Team Letter: _____ Judge's name: _____

Team Name: _____ Presentation Start Time: _____ Total score (previous pg) _____

Judge's comments and suggestions (will be shared with team):
