

STELLAR PERFORMANCE CEO AWARDS 2026 – JUDGING CRITERIA

Theme: *“Leading with Integrity: Ethics, Excellence & Impact”*

The judging framework evaluates nominees across **5 key dimensions**, weighted to ensure a balanced assessment of leadership impact, operational excellence, and societal contribution.

1. Strategic Leadership & Vision (25%)

Definition: Measures the nominee’s ability to define and execute a compelling organizational vision aligned with long-term growth, innovation, and sustainability.

Key Indicators:

- Clarity and articulation of strategic goals
- Evidence of transformative leadership and innovation
- Ability to navigate challenges and adapt to change
- Demonstrated alignment of organizational performance with national/regional priorities

Scoring Guide:

- 5 – Exceptional vision and execution with measurable sectoral impact
 - 4 – Strong strategic impact with visible organizational growth
 - 3 – Clear strategic direction with moderate achievements
 - 2 – Limited impact or inconsistent execution
 - 1 – Minimal evidence of strategic leadership
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2. Governance, Ethics & Integrity (20%)

Definition: Evaluates the nominee’s commitment to ethical leadership, transparency, and sound governance.

Key Indicators:

- Compliance with regulatory and sectoral standards
- Adoption of strong governance structures and policies
- Ethical decision-making and integrity in leadership
- Public and stakeholder trust

Scoring Guide:

- 5 – Exemplary ethical standards, governance practices, and reputation
 - 4 – Strong governance with minor gaps
 - 3 – Adequate governance; some areas for improvement
 - 2 – Governance concerns or moderate ethical issues
 - 1 – Poor governance or ethical lapses
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3. Operational Excellence & Innovation (20%)

Definition: Assesses effectiveness in organizational management, innovation, and performance outcomes.

Key Indicators:

- Achievement of organizational goals and KPIs
- Introduction of innovative products, services, or processes
- Efficiency in operational management and decision-making
- Evidence of technology adoption and transformation

Scoring Guide:

- 5 – Outstanding operational performance and innovation with measurable results
- 4 – Strong operational efficiency with notable innovation
- 3 – Moderate performance; some innovative initiatives
- 2 – Limited operational efficiency or innovation
- 1 – Poor operational performance; little or no innovation

4. Stakeholder & Community Impact (20%)

Definition: Evaluates the nominee’s contribution to employees, customers, investors, sector, and society at large.

Key Indicators:

- Positive organizational and societal impact
- Employee development and talent management initiatives
- Community engagement, CSR, and sustainability programs
- Reputation and influence within industry and society

Scoring Guide:

- 5 – Transformative societal and stakeholder impact with lasting results
- 4 – Strong positive impact with measurable outcomes
- 3 – Moderate impact on stakeholders or community
- 2 – Limited stakeholder engagement or societal contribution
- 1 – Minimal or negative impact

5. Measurable Results & Legacy (15%)

Definition: Focuses on tangible outcomes, long-term impact, and the nominee’s legacy in their sector or organization.

Key Indicators:

- Financial, operational, and sectoral performance metrics
- Growth in market share, profitability, or reach
- Contributions to industry standards or public policy
- Enduring organizational or societal influence

Scoring Guide:

- 5 – Exceptional measurable outcomes with lasting legacy
- 4 – Strong results and visible sectoral impact
- 3 – Moderate measurable achievements
- 2 – Limited results or temporary impact
- 1 – Minimal or no measurable results

Optional Category-Specific Adjustments

Certain categories (e.g., **Pensions, Insurance, Governance**) may emphasize **regulatory compliance, fiduciary responsibility, and risk management**.

- Judges may adjust weighting to reflect sector-specific priorities while maintaining overall integrity.
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Overall Scoring

- Each nominee is scored out of **100 points**, combining the weighted scores from the 5 dimensions.
 - The **Advisory Board reviews all scoring** for consistency, fairness, and credibility.
 - Top-scoring nominees in each category are recommended for recognition.
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This framework ensures:

- ☐ **Fairness & transparency**
 - ☐ **Cross-sector comparability**
 - ☐ **Focus on ethics, excellence, and impact**
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