Distinguished Employee Leadership and Team Award (DELTA)
Project Team Award Criteria and Examples

Under each criterion is a list of examples for that criterion.

1. **Demonstrates and models attributes of successful high performing teams.**
   - Support one another through the team development stages (Forming, Storming, Norming, Performing)
   - Articulate and lead the use of team tools (brainstorming, problem solving (Ishikawa diagrams), team formation, and communication).
   - Exhibit best practices for meeting management.
   - Create and foster trust.
   - Exhibit a high degree of professionalism.
   - Creates an environment that stimulates team member engagement.

2. **Provides value added results**
   a. At minimum, meets expectations and preferably exceeds expectations for desired outcomes.
   b. Implement checkpoints for quality control to provide consistently high quality output.
   c. Provide a positive return on investment.
   d. Positively impact unit, department, organization, cross organization, university-wide, or beyond the university through the completion of the project team objectives.

3. **Communicates and manages expectations around project timing and expected results.**
   - Demonstrate empathic listening.
   - Develop and implements communication plan.
   - Engage stakeholders and audience impacted by team results.
   - Articulate expectations and changes that will impact expectations.
   - Meets or exceeds expectations for desired outcomes

4. **Engages stakeholders in their sponsorship role to provide the resources (talent, tools, and facilities) to complete the team engagement.**
   - Stakeholders/Sponsors provide enough resources (talent, tools, and facilities) to accomplish team objectives.
   - Stakeholders/Sponsors engaged in progress and success of team work.
   - Stakeholders/Sponsors demonstrate accountability for team success.

5. **Delivers results that at minimum meet and potentially exceed expectations.**
   - Ability to deliver projects within scope, budget, and time.
   - Manage stakeholder/sponsor expectations.
   - Manage expectations of recipients from team results.
   - Works collaboratively to drive team toward goals.
   - Think "out of the box" for creative solutions.