



Don Schlimme Future Leader Award
Recognizing aspiring leaders under 35



**2018 Information Packet
and Application for
North American Nominees**



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Introduction

About Don Schlimme

On July 24, 2012, the cold chain industry lost Donald V. Schlimme, Ph.D., a remarkable man who was an invaluable, respected member of our industry. A member of the WFLO Scientific Advisory Committee since 1983 until his death and a WFLO Scientific Advisor for many of those years, Schlimme was an expert food science and temperature-controlled handling. He was committed to sharing his extensive knowledge with others. In July 2012, Larry Rauch (WFLO Chairman, 2012-13) announced the formation of the WFLO Don Schlimme Scholarship Fund to honor Don Schlimme's memory and develop young professionals in the cold chain industry.

About the Award

Organized by the Global Cold Chain Alliance (GCCA) and its Core Partner the International Association of Refrigerated Warehouses (IARW), the Don Schlimme Award recognizes outstanding young professionals in the North American cold storage industry.

Benefits of Participating in the Award

- Each North America Finalist will compete for the Don Schlimme Future Leader Award at the 2018 IARW-WFLO Convention; April 29 – May 2, 2018 at the Ritz Carlton Amelia Island, FL.
- The Don Schlimme Future Leader Award Winner will receive a travel stipend up to \$2,500 to attend the 2018 Global NextGen Award Competition at the Global Cold Chain Expo; June 25-27, 2018 at McCormick Place, Chicago, IL USA.
- Broaden knowledge and understanding of the industry
- Meet many key players in the temperature-controlled logistics industry

Award Eligibility

This award is open to all employees of all IARW warehouse member companies who:

- Are 35 years of age, or younger as of April 1, 2018
- Have demonstrated excellence in their work
- Have demonstrated potential to excel further in any of the many facets within the industry
- Have worked within the industry for a minimum of three years and have a broad knowledge of the refrigerated warehouse.
- Are from any section of the industry including commercial, administrative, technical, engineering, accounting, sales, handling, service, or management
- Possess insight into their organization's strategic values and direction, policies
- Are available to attend the IARW-WFLO Convention and Global Cold Chain Expo

North American Competition

Overview

Step 1: Application Review

The Application Review Committee will review candidate application documents (resume, essay, and recommendation letters) separately and refrain from discussions regarding content and scores. Each judge's scores will be averaged in order to arrive at a final score for each applicant.

The highest scoring applicants will be invited to attend the IARW-WFLO Convention, regardless of chapter affiliation, to participate in an interview and deliver a presentation.

Step 2: Interview & Presentation

The top candidates from the application round will give a 5-minute presentation worth 50% of the total final score and participate in a formal interview that will account for 50% of the final score at IARW-WFLO Convention.

Each judge's scores will be averaged to arrive at a final score for each applicant. The Applicant receiving the highest scores from the committee will be invited to attend the Global Cold Chain Expo to compete against other regional winners from around the globe for the GCCA Global NextGen Award.

Judging Criteria

Part A. Application

These criteria will be assessed when reviewing the candidate's written application and during a formal interview conducted by the Selection Panel:

- Education
- Employment History
- Knowledge of Employer's Business
- Knowledge of the Industry
- Managerial or Specialist/Technical Ability
- Track record of excellence
- Future Potential
- Communication Skills

Part B. Presentation (Weighting 50%) and Interview (Weighting 50%)

- Structure
- Content
- Voice
- Eye Contact



Competition Details

If selected from the application review, the candidate will take part in a formal interview and presentation at the IARW-WFLO Convention.

Formal Interview

A panel of industry leaders will interview each candidate. The interview provides judges with one-on-one time with the candidate to get to know him or her better through a series of questions about the candidate's education, employment, knowledge level of the industry, track record of excellence, communication skills, and leadership skills.

In the formal interview component, finalists will be evaluated on:

- Knowledge of industry
- Knowledge of employer's business
- Specialist & technical knowledge
- Leadership skills
- Communication skills
- Personal attributes

Presentation

The candidate will deliver a 5-minute presentation to a panel of judges and attendees during the IARW-WFLO Convention. PowerPoint presentations are encouraged and will be limited to 10 slides. We want to make sure the focus is on your presentation and words – not the PowerPoint!

In the presentation component, finalists will be scored on:

- Structure
- Relevant content
- Voice
- Personal presentation
- Eye contact
- Facial expression
- Audience engagement

Announcement of Award

Following each finalist's presentation, the scores will be tallied and added to the interview scores. The Don Schlimme Future Leader Award will be announced at the conclusion of the IARW-WFLO Convention. The Don Schlimme Future Leader Award winner will compete for the GCCA Global NextGen Award at the Global Cold Chain Expo. At the competition, the Don Schlimme Future Leader Award winner will participate in an interview and deliver a presentation and compete for the title of "Global Next Generation Award Winner."



How to Apply

Application Detail

The application form requires you to submit:

- Completed application form with all signatures
- 1-page resume
- 1-page personal statement answering the following questions:
 - Why are you interested in this industry?
 - What is your vision for the future of the industry?
 - What would winning this award mean to you?
- 3 letters of recommendation
 - These should speak to your qualifications and come from a supervisor, co-worker, or direct report.

Candidate and Employer Expectations

Before entering, all employers and candidates must agree that the candidate is able to:

- Attend the IARW-WFLO Convention if selected as a finalist
 - The candidate and/or employer will be responsible for travel and accommodation to the IARW-WFLO Convention
- If he/she wins the 2018 Don Schlimme Future Leader Award, they will be available to attend the GCCA Global NextGen Award Competition; June 25-27, 2018 in Chicago, IL USA.
 - The candidate will be reimbursed by GCCA, up to \$2,500 for roundtrip airfare, hotel, and expenses. GCCA will directly cover the registration fees.

Deadlines

Complete applications consisting of the application form, resume, personal statement, and letters of recommendation should be forwarded to cperry@gcca.org by February 12, 2017.