

Nomination: 8182

Carly Sutherland, Senior Analyst, HR Technology

**Page: General Information**

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

**Name of Organization/Company**

LMI Consulting

**Additional Contacts**

I would also like to have others receive emails about the disposition of our entries.

**Page: Entry Information**

**Entry Title**

Carly Sutherland, Senior Analyst, HR Technology

**Category**

C01 - C16 Individual > C09 - Human Resources IT Professional of the Year

**Individual Submission Format**

Written Answers

**a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required**

Carly joined LMI Consulting as an HR Technology Analyst in September of 2020. She quickly became known across the organization as a trusted resource and enthusiastic go-getter. She rapidly learned and innovated with LMI's existing HR processes. Noticing a need for improvement, efficiency, and scalability, Carly helped administer the implementation of a new HRIS system, UKG Pro. Throughout the time of administration to present day, Carly continues to work closely with employees and UKG to ensure our platform is accessible, intuitive, and secure. Currently, Carly is a Sr. Analyst on the HR team supporting the administration of UKG to the entire employee lifecycle – everything from employee onboarding, reporting structures, timesheet approver assignments, promotions/job changes, performance management, salary planning and adjustments, the learning hub, to employee terminations and exit interviews. Carly manually processes what is necessary but has automated and advanced many of the nuances related to these cycles. The day-to-day functions of LMI are heavily impacted by the effective administration of this tool, and Carly leads much of this. Without her attention to detail and focus on delivery, operations could be halted. Every employee at LMI is heavily and positively impacted by the work she delivers.

**b. Outline the nominee's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required**

In the past two years, Carly has focused on improving system operations and processes in some of LMI's large programs. The program at the forefront of these enhancements is the Performance Management (P365) program. P365 sets employees up to deliver their best work through setting clear performance goals, ensuring managers and employees are regularly receiving feedback, and providing employees with performance reviews and ratings that influence salary increases and bonuses. Carly led the technical administrative process and:

Set up the system structures within UKG Pro to track goals, self-evaluations, manager performance reviews and Additional Contributor assignments that led to a smooth technical process for performance.

Created self-service reporting in UKG for P365 stakeholders to pull goal/evaluation/impact rating reports, allowing for quicker support for leaders to be able to view team performance data and erased bottlenecks.

Created system demo videos for employees. These reduced employee questions during the various phases of performance, and we saw a significant increase in on-time completion of self-evaluations.

Led live demos during employee and leader training sessions across the various P365 phases and expertly handled Q&A during these sessions.

Made enhancements to reports used in the calibration process for streamlined tracking throughout the various levels of performance calibration.

Discovered a way to structure manager performance review assignments for large program leaders to reduce the time it takes to submit performance reviews.

Expertly facilitated calibration sessions with senior leaders across LMI, gaining her credibility and respect amongst LMI's senior ranks.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required**

Carly's achievements significant due to her proactive approach and drive for excellence. Many of the enhancements she made to the P365 process were self-initiated, showcasing her ability to identify and implement impactful solutions. Compared to others in the industry, Carly's work stands out for its emphasis on efficiency and user accessibility. The self-service reporting feature she developed is a game-changer, enabling leaders to access critical performance data quickly, a feature not commonly found in similar HR systems within the industry.

Historically, Carly has always been a high performer, but her recent initiatives demonstrate a significant elevation in her impact and scope. Her innovative approach to creating demo videos and conducting live training sessions has led to higher employee engagement and reduced administrative overhead. Carly's enhancements to the performance management process, particularly in calibration and review assignment efficiency, have set a new standard within LMI and serve as a benchmark for the industry. Her contributions have streamlined operations, improved data accessibility, and enhanced overall employee experience.

Carly has accomplished all this while pursuing her master's degree, showcasing her strong work ethic and dedication to continuous development. Recognized as a superhero at company-wide town halls, Carly supports leaders and employees with patience, understanding, and a commitment to delivering solutions. Her collaborative spirit and pursuit of excellence set her apart, demonstrating remarkable maturity, wisdom, and foresight in her decision-making. Carly's ability to adapt, learn from setbacks, and leverage feedback for improvement underscores her exceptional contributions to LMI Consulting.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

Attached is a list of supporting kudos from members of LMI who work with Carly

**Webpage Link**

**Would you like to add an additional webpage link?**

No

**Supporting Document**

Download File ([https://stevies-sage.secure-platform.com/file/20244/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMDI0NCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbn9NoxSwZld2g6y\\_jpBsvjZ-VHyCSkuGXqOfc?Carly%20testimonials.docx](https://stevies-sage.secure-platform.com/file/20244/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMDI0NCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbn9NoxSwZld2g6y_jpBsvjZ-VHyCSkuGXqOfc?Carly%20testimonials.docx))

**Would you like to add an additional supporting document?**

No

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition. (<https://stevies-sage.secure-platform.com/a/page/enter/Rules-terms>)

**Terms and Conditions**

I Agree