



HUMAN RESOURCE MANAGEMENT SERIES EVENT

HRM-26
Association Event 1

CAREER CLUSTER
Business Management &
Administration

CAREER PATHWAY
Human Resources
Management

INSTRUCTIONAL AREA
Human Resources
Management

PARTICIPANT INSTRUCTIONS

This event is presented to you through your review of the Career Competencies, Performance Indicators and Event Situation.

You have up to 10 minutes to review this information and prepare your presentation. Using the materials provided, you may make notes to use during your presentation.

You will have up to 10 minutes to present to the judge(s).

You will be evaluated on your solution to the event situation, how you incorporate the performance indicators of this event and how you demonstrate the career competencies.

Turn in all your notes and event materials when you have completed the event.

SOLUTION

- Unique – Demonstrate original thinking, fresh perspectives and an insightful approach.
- Practical – Develop an actionable/viable solution in a real-world context.
- Effective – Develop a solution that achieves relevant outcomes.

CAREER COMPETENCIES

- Critical Thinking – Think critically to understand and solve problems.
- Communication – Communicate clearly, effectively and with reason.
- Decision Making – Consider the impacts of decisions.

PERFORMANCE INDICATORS

- Assess company's learning needs.
- Select experts for employee development.
- Facilitate employee learning.
- Develop an achievement orientation.
- Assess long-term value and impact of actions on others.

EVENT SITUATION

You are to assume the role of the human resources manager at ZOO & AQUARIUM SOCIETY, a nonprofit organization dedicated to the advancement of zoos and aquariums in conservation, education, science and recreation. The executive director (judge) wants you to develop a method for peer-to-peer learning.

ZOO & AQUARIUM SOCIETY has a staff of 45 employees at the headquarters office. The staff works in education, finance, design, external affairs, membership, marketing and conservation research departments. Each employee brings special talents to their role, to the department and to the organization.

The executive director (judge) has heard from department directors that employees have talent gaps in many areas varying from design and presentation skills to the use of AI and spreadsheets. The department directors have also indicated that there are several employees at ZOO & AQUARIUM SOCIETY who are experts in those fields.

The executive director (judge) wants you to determine how the organization can create an in-office talent marketplace that will match employees that have skills expertise with employees with talent gaps. You must decide how to identify needs, employee experts and employees with talent gaps and how to effectively facilitate employee learning.

You will present your ideas to the executive director (judge) in a role-play to take place in the executive director's (judge's) office. The executive director (judge) will begin the role-play by greeting you and asking to hear your ideas. After you have presented ideas and have answered the executive director's (judge's) questions, the executive director (judge) will conclude the role-play by thanking you for your work.

JUDGE INSTRUCTIONS

JUDGE CHARACTERIZATION

You are to assume the role of the executive director at ZOO & AQUARIUM SOCIETY, a nonprofit organization dedicated to the advancement of zoos and aquariums in conservation, education, science and recreation. You want the human resources manager (participant) to develop a method for peer-to-peer learning.

ZOO & AQUARIUM SOCIETY has a staff of 45 employees at the headquarters office. The staff works in education, finance, design, external affairs, membership, marketing and conservation research departments. Each employee brings special talents to their role, to the department and to the organization.

You have heard from department directors that employees have talent gaps in many areas varying from design and presentation skills to the use of AI and spreadsheets. The department directors have also indicated that there are several employees at ZOO & AQUARIUM SOCIETY who are experts in those fields.

You want the human resources manager (participant) to determine how the organization can create an in-office talent marketplace that will match employees that have skills expertise with employees with talent gaps. The human resources manager (participant) must decide how to identify needs, employee experts and employees with talent gaps and how to effectively facilitate employee learning.

The participant will present information to you in a role-play to take place in your office. You will begin the role-play by greeting the participant and asking to hear about his/her ideas.

During the course of the role-play, you are to ask the following questions of each participant:

1. How can we reward employees that share their expertise?
2. How can we encourage employees with talent gaps to participate?

Once the human resources manager (participant) has presented information and has answered your questions, you will conclude the role-play by thanking the human resources manager (participant) for the work. You are not to make any comments after the event is over except to thank the participant.

EVALUATION INSTRUCTIONS

- The participants are to be evaluated on their solution and ability to apply the specific performance indicators stated on the cover sheet of this event and restated on the Judge's Evaluation Form. Although the participants may demonstrate other performance indicators, those listed in the Performance Indicators section are the selected ones you are evaluating for this particular event.
- Maintain a consistent expectation when evaluating each participant.
- The maximum score for the evaluation is 100 points. This presentation will be valued at one-third of the total score.

Levels of Evaluation

FOCUS AREA	NOVICE	DEVELOPING	PROFICIENT	EXEMPLARY
Content Understanding	Demonstrates a limited or inaccurate understanding of key concepts.	Demonstrates a basic understanding of key concepts.	Demonstrates a solid understanding of key concepts and clearly explains and supports ideas using appropriate evidence.	Demonstrates comprehensive understanding of concepts and applies them effectively to solve the scenario, including in more complex or extended contexts.
Application of Performance Indicators and Career Competencies	Lists the performance indicators and career competencies, but understanding is incomplete or inaccurate.	Defines the performance indicators and career competencies, but does not connect them to solve the objective of the case study scenario.	Explains the performance indicators and career competencies and connects them to solve the objective of the case study scenario.	Strategically applies the performance indicators and career competencies and connects them to comprehensively solve the objective of the case study scenario.
Reasoning	Ideas are unclear, inaccurate, or lack logical support. There is no application of the ideas and concept.	Ideas are present and somewhat logical but contain gaps in reasoning, development, or supporting evidence.	Ideas are logical, well-developed, and supported with appropriate evidence, with only minor gaps.	Ideas are logical, well-supported using appropriate business concept and theories and demonstrates reasoning with clear practicality and real-world relevance.
Workplace Readiness	Participants represent an employee who requires significant guidance and support to complete tasks.	Participants represent an employee who demonstrates basic skills and can complete routine tasks with some guidance.	Participants represent an employee with solid skills and who works independently to complete tasks effectively.	Participants represent an employee with advanced skills, works independently, and adapts effectively to new or unpredictable challenges.



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JUDGE'S EVALUATION FORM ASSOCIATION EVENT 1

Participant: _____

ID Number: _____

INSTRUCTIONAL AREA: Human Resources Management

Rate the participant's ability to:		Novice	Developing	Proficient	Exemplary	Judged Score
PERFORMANCE INDICATORS						
1.	Assess company's learning needs.	0-1-2-3	4-5-6	7-8-9	10	
2.	Select experts for employee development.	0-1-2-3	4-5-6	7-8-9	10	
3.	Facilitate employee learning.	0-1-2-3	4-5-6	7-8-9	10	
4.	Develop an achievement orientation.	0-1-2-3	4-5-6	7-8-9	10	
5.	Assess long-term value and impact of actions on others.	0-1-2-3	4-5-6	7-8-9	10	
SOLUTION						
6.	Unique Demonstrate original thinking, fresh perspectives and an insightful approach.	0-1-2	3-4-5	6-7	8	
7.	Practical Develop an actionable/viable solution in a real-world context.	0-1-2	3-4-5	6-7	8	
8.	Effective Develop a solution that achieves relevant outcomes.	0-1-2	3-4-5	6-7	8	
CAREER COMPETENCIES						
9.	Critical Thinking Think critically to understand and solve problems.	0-1	2-3	4-5	6	
10.	Communication Communicate clearly, effectively and with reason.	0-1	2-3	4-5	6	
11.	Decision Making Consider the impacts of decisions.	0-1	2-3	4-5	6	
OVERALL IMPRESSION						
12.	Demonstrate overall career readiness through professionalism, poise and confidence.	0-1-2	3-4-5	6-7	8	
TOTAL SCORE						