

The Power of Primary Care Summit

Leading the Attachment Era Together

Bright Lights Individual Impact Award Nomination Guide

AFHTO's **Individual Impact Awards** honours the extraordinary people behind high-functioning primary care teams. These awards celebrate individuals who go above and beyond in their commitment to their team, their patients, and the broader community—those whose leadership, compassion, innovation, and support elevate the experience and delivery of care.

Primary care thrives because of the people who make it personal, purposeful, and powerful. Whether they lead transformative projects or quietly mentor others, these individuals embody the best of team-based care. The Individual Impact Awards are designed to honour those whose daily actions shape a healthier, more equitable health system.

All nominees must be affiliated with an AFHTO member organization and be nominated for work performed in their professional capacity as part of a team delivering primary care. Award recipients will be recognized during the **Bright Lights Awards Ceremony** at the **AFHTO 2026: The Power of Primary Care Summit** on **October 15, 2026**.

Award Nomination Instructions:

- Members [submit a nomination online](#) for the Individual Impact Award category by **June 9, 2026**.
- All nominees are encouraged to attend the conference.

Award Categories and Evaluation Criteria

Emerging Leader Award

Award Description:

This award recognizes a rising star in primary care who is actively shaping the future of team-based care. Nominees are early- to mid-career professionals (5–10 years) from either clinical or operational backgrounds who demonstrate initiative, innovation, and collaborative leadership. These individuals are driving meaningful change and already show the promise of future system leadership. They lead not by title, but through action, vision, and the ability to bring others along.

Evaluation Criteria:

CRITERION	DESCRIPTION	WEIGHTING
LEADERSHIP IN ACTION	Demonstrates emerging leadership through initiating change, leading projects, or championing improvements in team-based care.	30%
COLLABORATION & INFLUENCE	Builds strong relationships across roles and disciplines; fosters teamwork and shared decision-making.	25%
INNOVATION & INITIATIVE	Shows creativity and a proactive approach in addressing challenges or improving service delivery.	20%
IMPACT	Evidence (qualitative or quantitative) of a positive difference made to the team, organization, or patient care.	15%
POTENTIAL FOR SYSTEM LEADERSHIP	Exhibits qualities of a future leader in primary care systems or health transformation.	10%

Heart of the Team ("Spirit" Award)

Award Description:

This award honours an individual whose presence is essential but often behind the scenes—someone who embodies the spirit of team-based care through compassion, consistency, and quiet leadership. These nominees lift others up, help their teams thrive, and contribute to a positive workplace culture. They're the glue that holds the team together—mentors, supporters, and steady hands who make excellence possible by enabling others to succeed.

Evaluation Criteria:

CRITERION	DESCRIPTION	WEIGHTING
MENTORSHIP & SUPPORT	Actively mentors or supports team members; contributes to staff well-being and cohesion.	30%
COMPASSIONATE PRESENCE	Demonstrates empathy, patience, and genuine care in interactions with patients and colleagues.	25%
TEAM CULTURE & MORALE	Helps build a positive, inclusive, and collaborative team environment.	20%
ALIGNMENT WITH AFHTO VALUES	Embodies values of equity, respect, teamwork, and community commitment.	15%

**RELIABILITY &
COMMITMENT**

Consistently dependable and committed to the mission of team-based primary care.

10%