

CIPD Ireland HR Awards 2017

Rules of Entry

- Entries will only be accepted using the official entry form provided.
- For your entry to be accepted you must select a category and complete the form.
- Very similar or identical information cannot be used to enter multiple categories i.e. each entry has to provide new information specific to that category.
- Consultants and other service providers may jointly enter with client organisations. All entries must be signed off by an appropriate person within the client organisation.
- CIPD Ireland and/or Judging Panel reserves the right to confirm the accuracy of the information provided on the entry form.
- The name of the entering organisation will always be used as the name referred to in all appropriate marketing communications, unless instructed otherwise.
- Entrants agree to co-operate with CIPD Ireland who may wish to publicise entries through the use of social media, case studies, specific media articles and events. Commercial sensitivity will always be respected.
- CIPD Ireland and sponsoring organisations may use photographs /video of the Awards ceremony and winners as appropriate.
- The decision of the judges is final and no further correspondence will be entered into. Due to the volume of entries we cannot always provide individual feedback on entries.
- Finalists in each category will be announced in early January, 2017.
- Finalists will be invited to make a short presentation to the judging panel the week of the 30th January 2017.
- Winners will be announced at the Awards ceremony itself.
- The Awards Ceremony lunch will take place on Friday 17th February 2017.

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Hints and Tips!

As you prepare your application keep in mind the following hints and tips.

Clearly describe the business need

- Make sure that you clearly indicate the business transformation or change undertaken, setting out the role HR played and the business need that was being addressed. What the intended outcome and how was HR central to that?
- What was the specific thinking driving the HR effort and how did that effort led to a positive outcome?
- Remember, a great HR idea, initiative or project that isn't firmly embedded in the needs of the organisation or brought to life in your entry may not stand out amongst others, however brilliant!

Show evidence of delivery and achievement

- The evaluation process is designed around being able to clearly see and identify measureable results and outcomes as a result of the specific actions taken by the HR team and those who collaborated with the activities.
- Entrants are asked to clearly indicate where their journey started and where they got to as a result of taking a decisive and distinctive approach. So quantify using appropriate metrics when and where possible!

Explain the people aspects of the project or initiative

- Set out the specific human resource and people management actions that were taken by HR throughout the change or transformation delivered.
- Outline how you achieved support for the project / initiative amongst employees and senior managers.
- Tell us about any cross functional collaboration that was required within the organisation.
- Good entries often have interesting / innovative communications strategies that clearly get the message across to all stakeholders. Which communications methods worked best for your organisation?
- How you intend to build on these efforts in the future?

Show the distinctiveness of your approach

- Explain what is unique or innovative about your entry.
- What was the scale and complexity of the challenge(s) that had to be overcome?
- Make sure to tell us how the sustainable approach taken will support the organisation in the future.
- Identify how the approach evolved the culture of the organisation to ensure sustainable competitive advantage, engagement and people development.

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Recognising Excellence in HR

The Categories

Excellence in HR Leadership

This award recognises HR leadership that has demonstrated excellence and impact across the organisation to achieve business success. Entrants will highlight their innovative and unique approaches to addressing business issues and providing a sustainable solution that contributes to the success of the organisation.

This entry will illustrate teamwork, a willingness to challenge and a strategic approach to HR/L&D with a quantifiable contribution to organisational achievements. It will demonstrate collaborative working across organisational boundaries along with operational excellence in execution. There can be evidence of upskilling, development and modernisation of HR to align with the needs of the organisation.

Employee Empowerment and Trust

This award recognises organisations that have embedded, or are seeking to embed, a culture of trust and empowerment, a culture that enhances the engagement, well-being and contribution of employees in working towards the success of the business. This culture will be part of what the organisation values, and will be embedded in how it innovates and operates on a day-to-day basis. The employee voice and proactive measures will be part of making the workplace inclusive, empowering, a place where people feel respected and developed and want to contribute to the best of their ability. Evidence should show how the culture and a shared approach has had a positive impact on the performance of the organisation as well as on the employee experience.

Talent Management

This award recognises creative and effective talent attraction, retention and management strategies. Entrants are likely to be working towards an organisation-wide talent pipeline that takes into account current and future needs. They will have collaborated widely on talent management strategies in areas such as recruitment, succession planning, skills and competence building, managing performance and developing a strong and attractive employer brand. Entrants are encouraged to show evidence of how the talent management activity has benefited the business and met business objectives, how it has supported organisational agility, and the impact it will have on meeting future business objectives.

Organisation Development/ L&D

This award will be looking for entries that demonstrate a strong link between organisation development activity and achieving business goals. Successful entrants will demonstrate an organisational culture that promotes learning and development, coaching, managing performance, innovative approaches to change and work design, as well as encourages feedback and openness on development needs. Entrants are encouraged to illustrate how their approach has taken not only the business needs into consideration, but also the employee experience and voice in the roll out of new developments. Entrants will give a clear description of the business objectives that prompted the development need, shaped the approach, and explain how effectiveness was measured.

Use of Technology in HR and People Management

This award will recognise how technology in the widest sense has been used to enhance the employment experience and deliver enhanced people management and HR services/ practice. The technology will have achieved specific benefits for the organisation while at the same time allowing greater participation, ownership and involvement by employees. Entries can involve use of technology in any facet of HR and people engagement/development, including sourcing, selection, performance management, employee engagement, learning and development, reward, employee self-service and HR management.

Diversity and Inclusion

This award recognises organisations that are moving the diversity and inclusion agenda forward, are breaking new ground and overcoming resistance, making change happen, and how this has benefitted employees and the business.

Entrants will be addressing important challenges in the workplace, including under-representation of certain groupings, fairness and impartiality in relation to reward, flexibility, access to promotion and learning & development opportunities. Entrants will have created an inclusive culture by challenging inequalities, barriers and bias in the development and application of recruitment and selection and people management activities.

Embedding a culture of workplace well-being

This award recognises organisations which place employee well-being centre stage within the organisation and have embedded a strong culture of workplace well-being. Successful entries will demonstrate an understanding of the holistic nature of employee health and well-being. Entrants will be ensuring that leadership, culture and people management capability and practices are supportive of employees' physical and mental well-being at work. As well as describing the work undertaken and the rationale for the approach adopted to support health and well-being, entrants need to provide clear evidence of the positive impact, and improvements in engagement and performance.

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Key dates for your diary

Launch of CIPD Ireland HR Awards 2017	Wednesday 19 th October 2016
Closing date for entries	5pm, Wednesday 30 th November 2016 Extended to Tuesday 6 th December 2016
Short-listed finalists are announced	Week commencing 9 th January 2017
Short listed finalists present to Judging Panel	Week commencing 30 th January 2017
Awards Ceremony lunch and announcement of winners	Friday 17 th February 2017