

HumanResources  
*Online*.net



**EMPLOYEE  
EXPERIENCE  
AWARDS 2024  
THAILAND**

**ENTRY GUIDELINES**



# INTRODUCTION

## About the awards

### Putting the Spotlight on Employee Experience

After three successful years in Singapore, Hong Kong and Malaysia, The Employee Experience Awards is coming to Thailand to honour organisations that prioritise and excel in creating exceptional experiences for their employees.

Thailand's vibrant and diverse business landscape, coupled with its commitment to fostering a culture of employee well-being, makes it the perfect destination for this prestigious awards ceremony. As an increasingly recognised measure of organisational success, employee experience has gained significant importance in recent years. It is now widely acknowledged that companies with satisfied and engaged employees tend to outperform their peers in various aspects, including productivity, customer satisfaction, and overall profitability.

By recognising and celebrating organisations that excel in these four pillars, the Employee Experience Awards aims to inspire and encourage companies across Thailand to prioritise employee well-being and create environments that empower and engage their workforce.

As the Employee Experience Awards embarks on this exciting journey to Thailand, we anticipate a remarkable showcase of companies that exemplify the principles of an outstanding business and workforce culture. Join us in celebrating the organisations that prioritise their employees' welfare and drive excellence in the workplace.

The **Employee Experience Awards** distinguish itself by its comprehensive approach, focusing on four pillars that form the cornerstone of a positive employee experience. These pillars are:

1. **Leadership:** Acknowledging the critical role of leaders in shaping an organisation's culture, this pillar recognises companies that exhibit exceptional leadership qualities, inspiring their employees and setting a clear vision for success.
2. **Learning:** Recognising the importance of continuous learning and development, this pillar celebrates organisations that invest in their employees' growth, providing them with opportunities to enhance their skills, knowledge, and capabilities.
3. **Employee Engagement:** Understanding the significance of engaged employees in driving organisational performance, this pillar honours companies that foster a sense of belonging, motivation, and commitment among their workforce, resulting in high levels of engagement.
4. **Talent Acquisition:** Highlighting the significance of attracting and retaining top talent, this pillar commends organisations that demonstrate excellence in talent acquisition strategies, ensuring the recruitment of individuals who align with the company's values and contribute to its success.

### Make your mark where it matters the most

This is a golden opportunity to showcase your hard work and efforts that have transformed your organisation into an employee-centric workplace.

There are **37 categories** available for entry, focusing on **four EX** (employee experience) pillars: **leadership, learning, engagement, and talent acquisition**. These categories will recognise the stellar achievements that have successfully reinforced strategic leadership development, boosted integrated learning, and increased employee engagement.

It's time to be rewarded for your hard work and be celebrated by your peers. We wish you all the very best of luck with your submissions!

## Key dates

Entry submission deadline	5 January 2024
Finalist announcement	February 2024
Winners announcement	15 March 2024



# BENEFITS OF ENTERING

## **1. Stay ahead of the talent war**

- Be top of mind for candidates and employees by showcasing your meaningful, personalised, user-friendly and digital EX.

## **2. Catalyse your employer branding efforts**

- Spread positivity and boost morale by putting your team's work in the spotlight and winning at the Employee Experience Awards.

## **3. Better business outcomes and improved performance**

- Nurture an army of happy employees who are excited to do their best at work. Unleash their full potential and increase productivity.

## **4. Deliver stakeholder confidence**

- Whether it's your employees, C-suite leaders or global management team, reaffirm your organisational excellence to your stakeholders.



# LIST OF CATEGORIES

## 2024 Award categories

### Leadership

1. Best Crisis Management and Leadership
2. Best Diversity and Inclusion Strategy
3. Best ESG Programme
4. Best Executive Coaching Programme
5. Best First-Time Manager Programme
6. Best Graduate Training Programme
7. Best Holistic Leadership Development Strategy
8. Best HR Communication Strategy
9. Best Management Training Programme
10. Best Remote Management Strategy
11. Best Succession Planning Strategy
12. Best Women Leadership Programme
13. Most Inspiring Leader – Individual winner category

### Learning

14. Best Capability Development Programme for the HR team
15. Best Career Development Programme
16. Best In-House Certification Programme
17. Best In-House Learning Academy
18. Best Learning and Development Programme
19. Best Remote Learning Initiative
20. Best Soft Skills Training Programme
21. Best Skilling Strategy
22. Best Talent Mobility Programmes

### Engagement

23. Best Employee Wellness Strategy
24. Best Employer Branding
25. Best HR Digital Transformation Strategy
26. Best Hybrid Work Model
27. Best Post-Pandemic Recovery Strategy
28. Best Remote Work Strategy
29. Best Rewards and Recognition Programme
30. Best Work-life Harmony Strategy
31. Most Innovative and Sustainable Office Design

### Talent Acquisition

32. Best Campus Recruitment Strategy
33. Best In-House Candidate Experience
34. Best In-House Career Website
35. Best Onboarding Experience
36. Best Recruitment Referral System
37. Best In-House Recruitment Team

### Overall Categories (Not Open for Entry)

38. Overall Leadership Award
39. Overall Learning Award
40. Overall Engagement Award
41. Overall Talent Acquisition Award
42. Employee Experience Champion of the Year





# SUBMISSION OVERVIEW

## How to prepare

This document is designed to assist you with your entry submission. Please read the following instructions and requirements to ensure your entries are submitted successfully.

All entries, supporting documents and required should be submitted online at:

<https://awards.humanresourcesonline.net/employee-experience-awards-th/entry-guidelines/>

Entry Form Templates : [https://awards.humanresourcesonline.net/employee-experience-awards-th/wp-content/uploads/sites/34/2023/08/EXATH\\_2024\\_Entryform.zip](https://awards.humanresourcesonline.net/employee-experience-awards-th/wp-content/uploads/sites/34/2023/08/EXATH_2024_Entryform.zip)

## Entry forms

1. Please use exactly what is provided as the entry form template. Refrain from using your own document style with your company branding.
2. Judges have the authority to mark you down for failure to adhere to the overall 2000-words limit.
3. You may enter in multiple relevant categories, but please ensure each entry submission form is tailored to the specific category to increase your chances of winning.
4. Please create your entry submission using the respective entry submission form without altering/deleting the words in the header.
5. The entry form for the individual winner category is different. Please use the correct form.

## Submission deadline

**5 January 2024, 18:00 hrs SGT**

## Start registration

Email address (key in your email address to proceed with the online submission process)

## Contact person

Full name:  
Company name:  
Email:  
Telephone number:  
Mobile number:  
Mailing address:

## Entry details

Category:  
Organisation:

## Files to upload

Core submission document that contains category name and organisation.  
In your entry form, you are required to fill in all the following sections:

### **Business challenge:**

### **Transformation strategy:**

### **Impact:**

### **Learning points:**

### **Appendix/supporting documents**

**(Max 5 documents)**

## Required formats

Core submission document:  
Supporting documents:

.pdf  
.pdf

## Videos

File Format:

.wmv, .mov

Video files may be uploaded directly along with your Core Submission Document, or you may host the videos and provide the link in your Core Submission Document. If you password-protect it, do include the access password in your document. Please copy and paste links to any videos here:

## Images

(\*Avoid using white font logo, file size should be min 500kb for logo and min 1MB for candidate headshot)

File Format

.jpg, png

Max file size (all documents):

10MB

## Fee and Payment Mode

Entry Fee: **USD 100 per entry**

**Payment Mode:** Credit card (Visa, Mastercard, AMEX)

All entry submissions are non-refundable.



## Eligibility

1. Programmes/campaigns/systems/initiatives entered should have demonstrable results from the period of January 2022 to June 2023. Initiatives or strategies developed and implemented prior to this period are also eligible, provided the results/impact were measured during the Eligibility period.
2. All categories are open to HR teams in organisations based in Thailand. All programmes/campaigns/systems/initiatives must have been implemented and carried out for the Thai office, or for a regional and/or global office – the programme must have been spearheaded by the HR team in Thailand.
3. All categories are open to HR teams from either privately owned, public listed companies, government or NGOs.
4. There is no limit to the number of entries an organisation can submit, but each organisation is limited to one entry per category, except for the individual award categories.
5. For the **Employee Experience Champion of the Year** category, (not for entry), companies must have submitted entries for at least three categories in the Employee Experience Awards.





# SUBMISSION OVERVIEW

## Entry requirements

During the online submission process, you will be prompted for the information Stated in the next page. You may wish to prepare this in advance.

Any or all information (unless specified as confidential and for use only by the awards jury) may be used during and after the Employee Experience Awards gala dinner, and on any and all related materials, including trophies, signage, certificates and write-ups in *Human Resources Online*.

In your core submission document, you are required to fill all sections. Keep your answers as concise as possible, and do not exceed the 2000 word limit. To ensure a fair judging process, please note that judges have the authority to provide zero marks to you if you have exceeded the overall word limit.

Tailor your answers based on the category you are entering and please refer to the category descriptions below for a detailed description and the expected deliverables. The respective components add up to 100% of the judging criteria.

Judges have the authority to mark down entries without qualified evidence and recommended information as indicated in the entry form. If you are submitting more than one entry, tailor each entry to its respective guidelines.

Any specific information or content intended for judging purposes only must be clearly indicated in **red text**. Any text **highlighted in red** will not be used for any other purpose, and will not be disseminated beyond the judging panel in any way.

Please take note that the **core submission and supporting documents must be submitted in pdf format** for privacy and confidentiality protection issues. If you password-protect it, do include the access password in your document.

## Confidentiality

Finalists may be featured in Human Resources Online, including but not limited to online channels, offline collaterals and on-site communications, using information from the entries.

Lighthouse Independent Media and Human Resources Online reserve the rights to use photos, videos or interviews of members of your team or company inclusive of your logo/s, free of any royalty or license.





## Terms and Conditions

Entry fees are non-refundable. Entries will not be considered for judging if payment has not been received when judging commences.

The judges' decisions are final.

Without prior notice, Human Resources Online reserves the right to merge categories or dissolve any categories should it be deemed necessary. Should a category or categories be dissolved, entry fees in that category/categories will not be refunded.

Should your entry be shortlisted, your entry details found on the online registration site will be reflected on the website, trophy (presented on the awards night, should you win) and on any other awards-related materials. The reflected text will be in Title Case unless brand guidelines specify otherwise.

Please note that after the submission deadline, all details on the entry submission form, including company names, credits and so on, are FINAL and can NOT be changed and/or transferred to another party. Any changes made after submission will be charged 10% of the entry fee per change.

Finalists need to be present, or appoint a representative to be present, at the awards gala dinner in order to receive their trophy(ies) in case they win.





# JUDGING CRITERIA

## Entry form- Team categories

Here are some guiding pointers that judges will be looking out for. Please ensure your entry answers the points below for the various sections along with the guiding pointers in the respective categories.

### 1. Business challenge – 10%

- Provide the context of your industry and include the brief background/overview of your company.
- Include information that demonstrates the implications of the business challenges faced.
- What were your initial plan/business opportunities you were looking to pursue?
- How has the challenge(s) pivoted your vision, goal and mission of your HR strategy?
- What was the company's overall direction? What kind of support did you get from your top management and line-of-business managers to overcome the challenge?
- What are some innovative and/or new ideas proposed when brainstorming solutions to tackle the challenge(s)?
- What is the expected business ROI from the proposed changes?
- Please include some testimonials from peers/senior management/clients.

### 2. Strategy – 35%

- What did you do to transform your business? What were the key objectives?
- Outline the milestones in your strategy highlighting what worked and what didn't work. How did you solve the issues that cropped up along the way when you were executing your strategy?
- Who were your key stakeholders and what channels did you use to communicate the strategy to them? How did you maintain continued support from key stakeholders? What was the acceptance rate?
- What are some of the USP's of your transformation strategy? How does this align with your organisational goals? Please include some testimonials.

### 3. Impact – 35%

- What were the primary and secondary results of your strategy? How did your plan affect your organisational culture and goals?
- What business and commercial benefits did your transformation strategy deliver?
- What was the feedback from your stakeholders?
- How did you track the ROI of your impact?
- Please provide some evidence of success. You may use metrics, anecdotes and case studies.
- Please include some testimonials from peers/senior management/clients. Feel free to include graphs, charts that will strengthen your business case.

### 4. Learning points – 20%

- Please identify top 3 key takeaways from your transformation strategy.
- What were some gaps in your strategy?
- What are the strengths that form the foundation of your strategy?
- What are the future plans that you have in place to further boost this?
- What are some elements of the strategy that you think is unique to your organisation?
- Please include some testimonials from peers/senior management/clients. Feel free to include graphs, charts that will strengthen your business case.

Your entry could focus on an existing or a new initiative, programme, campaign, project, etc.



# JUDGING CRITERIA

## Entry form- Most Inspiring Leader (Individual winner category)

Here are some guiding pointers that judges will be looking out for. Please ensure your entry answers the points below for the various sections along with the guiding pointers in the respective category.

### 1. Vision and goal – 25%

- What is the name and job title of your nominee? Please provide a brief background about your nominee including experience, personal goals and vision.
- What are the areas your nominee is responsible for?
- Please highlight the personality and traits of your nominee. You may include some case study to further elaborate on this. How did these traits benefit the business?
- How would the nominee's peers describe him/her?
- What did your nominee set out to achieve 12 months ago?
- What are some initiatives/programmes led by this individual from his/her managerial leadership?
- Please include some testimonials from peers/senior management/clients.

### 2. Business contribution – 25%

- What was the nominee's contribution to business transformation?
- What is the communication style of the nominee? Please outline the strengths of your nominee.
- Who were the nominee's key stakeholders? How did he/she maintain continued support from key stakeholders?
- How has your nominee inspired his/her peers? Please share some examples to illustrate this.
- What are some values that your nominee believes in which has shaped the workplace culture?
- Please include some testimonials from peers/senior management/clients.

### 3. Leadership impact – 25%

- What business metrics did your nominee achieve?
- How does your nominee engage with his/her peers?
- Describe your nominee's leadership style and its impact on the team.
- How has the nominee displayed inspirational traits in his/her leadership? What is the impact?
- What was the feedback from his/her stakeholders?
- Please provide some evidence of success. You may use metrics, anecdotes and case studies.
- Please include some testimonials from peers/senior management/clients.

### 4. Future initiatives – 25%

- What objectives does your nominee plan to pursue next?
- Has your nominee's performance affected the way your organisation approaches workplace transformation?
- What has your nominee's performance taught you about what else is achievable?
- How does your nominee remain as an inspirational leader to your organisation?
- Please include some testimonials from peers/senior management/clients.

Your entry could focus on an existing or a new initiative, programme, campaign, project, etc that your nominee is working on/ involved in.



# CATEGORY DESCRIPTIONS

## LEADERSHIP

### 1. Best Crisis Management and Leadership

In the face of dramatic contextual jolts, HR deliverables of talent, leadership, and organisation become even more pivotal. Winning entries are those that clearly indicate how HR helps leaders make bold business decisions, instil confidence with all stakeholders through clear crisis communication, and have a robust business continuity plan in place to ensure the business stays afloat.

### 2. Best Diversity and Inclusion Strategy

Equal opportunity employment goes beyond numbers and quotas, to unlock inclusive policies that do not discriminate in recruiting, hiring, training or promoting whatsoever. The winning entry should demonstrate that the organisation has taken active steps in recognising and celebrating all forms of diversity, not limited to race, gender, age, sexuality, culture and physical capabilities; and has put in place policies for inclusion across the workforce.

### 3. Best ESG Programme

This category recognises HR teams who have helped drive and incorporate sustainability and Environmental, Social and Governance (ESG) factors as an organisational imperative. Judges will be looking for how the ESG strategy was used to enhance organisational culture, pride and loyalty amongst employees.

### 4. Best Executive Coaching Programme

This category recognises HR teams that have designed executive coaching programmes tailored to help senior executives become adaptive, innovative and more agile business leaders. Focused on rewarding HR teams that have either organised in-house transformational coaching or collaborated with external vendors, the programmes that shift behaviours and mindsets while fuelling business growth will win.

### 5. Best First-Time Manager Programme

Organisations that provide robust support to help individual contributors transition to become first-time managers and instil confidence when diving into their new role will be shortlisted as finalists. Judges will crown teams whose programmes set new managers up for success in their new role, by equipping them with the tools, knowledge and behaviours that they need to build and motivate their team.

### 6. Best Graduate Training Programme

This award recognises the efforts of organisations in developing high caliber graduates that are either recent school leavers or those with one-two years of work experience. The judges will determine the success of the organisation by its ability to display success in grooming young talent to become future leaders through an accelerated learning environment, formal training, purposeful business opportunities and professional development.

### 7. Best Holistic Leadership Development Strategy

HR and leadership functions are under extreme pressure to proactively prepare organisations for the long road to recovery. With that, this category looks at leadership development strategy as a whole, the effectiveness of the various programmes, and the business benefits accrued as a result of developing high-quality leaders. As such, leadership programmes that focus on communication skills, soft skills training and more will rise above the rest as winners.



# CATEGORY DESCRIPTIONS

## LEADERSHIP

### 8. Best HR Communication Strategy

Leading organisations are able to deliver a gold-quality employee experience by capitalising on the wide array of internal and external communication channels. HR teams that have transformed the business through their effective and transparent communication strategy should enter. Winners of this category are those that have leveraged on social media and other innovative practices to reliably communicate key messaging to various stakeholders, to keep them highly engaged on the progress of business decisions.

### 9. Best Management Training Programme

Focused on grooming high potential talent across various career stages from early, mid to top-level for leadership positions, judges are on the lookout for effective and all-rounded management training programmes. Entries that showcase how relevant and consistent management training has enabled the talent to execute business strategies, and contribute to long-term success will be frontrunners in the judges' eyes.

### 10. Best Remote Management Strategy

This category acknowledges organisations that have successfully managed their remote workforce, including gig workers, through their work-from-home and flexible working arrangements pre, post and during the pandemic. Entries that emphasise how organisational leaders have successfully leveraged on digital technologies to keep a pulse on employees without causing disruptions to workflow processes and business productivity will win.

### 11. Best Succession Planning Strategy

Managing succession has come more into focus than ever before. Judges are on the lookout for the future-focused practice of identifying the knowledge, skills and abilities to perform certain functions and then developing and executing a plan to prepare multiple individuals to potentially perform those functions.

### 12. Best Women Leadership Programme

This category celebrates organisations that advocate for a collaborative, positive and open approach to women empowerment and leadership. Entries that highlight how the organisation supports and nurtures a growing pool of talented female professionals, while pushing to become an equal opportunity employer in all aspects of rewards, performance and development will take home this award.

### 13. Most Inspiring Leader – Individual winner category

Recent times have seen some of the most challenging socio-economic times and brought with them a real test of leadership. This category is a remarkable opportunity to recognise a leader who has demonstrated leadership at any level, from the frontline to C-suite, and has stepped up to help individuals and teams navigate personal and business challenges. Inspirational leaders who showcase how they leverage on their ambition and vision to spark confidence in others, motivate, engage and drive high performance will win.

*\*Prerequisite:* In order to be eligible for this award, the company of the respective candidate must have entered at least 2 other categories at the Employee Experience Awards 2024. This is to support their claims to the judges with examples of work the candidate had been involved in leading or overseeing.



# CATEGORY DESCRIPTIONS

## LEARNING

### 14. Best Capability Development Programme for the HR team

HR professionals themselves must embody the value of upskilling to remain strategic and trusted business partners. Entries that highlight focus on the HR team's own development, by providing a plethora of innovative developmental opportunities and build in-house cross-functional expertise in HR will ensure a win in this category.

### 15. Best Career Development Programme

This award recognises the career development opportunities that the organisation provides for its employees such as coaching, mentoring, upskilling, lateral moves, reverse mentoring and more. Entries that showcase strong business alignment, lifelong commitment to employees' professional development, and overall mastery in planning for future skillsets will win.

### 16. Best In-House Certification Programme

This award celebrates organisations that value professional and lifelong continuing education as an essential foundation of capability development through benchmarked standards of excellence. Judges are on the lookout for in-house certification programmes which are tailored to suit the needs of employees and the business, and are built with a view to progressively enhance the competencies of the workforce.

### 17. Best In-House Learning Academy

An in-house learning academy is on the wish list of a majority of L&D professionals who are able to devote the time, investment and resources to pooling together expertise internally. However, an academy today is no longer just a physical learning space, but rather a library of content that organisations provide their employees. Winners in this category must demonstrate their expertise in building a sound infrastructure that enables functional, technical and business learning.

### 18. Best Learning and Development Programme

Leading the future of work transformation, L&D programmes form a key element of robust talent development and business progression. Workplace learning empowers employees to hone new skills and grow professionally, while on the business front, it helps to engage the workforce and increase productivity. HR teams that integrate blended learning and unlock talent capabilities through learning tech and tools to improve bottom line business productivity will emerge victorious.

### 19. Best Remote Learning Initiative

This award recognises the best solutions to continued learning and development amidst the shift to a remote working environment. Entries that showcase effective use of technology, communication, combined with tangible results, will win this category.

### 20. Best Soft Skills Training Programme

This category honours organisations that supported their employees with training in skills that help them most successfully interact with others. This can include, but is not limited to, adaptability, communication, customer service, decision making and problem-solving, listening, negotiation, networking, organisational skills, public speaking, teamwork and time-management. Judges will be looking at how these programmes were successfully implemented to yield positive results.



# CATEGORY DESCRIPTIONS

## LEARNING

### 21. Best Skilling Strategy

A high-performing, agile organisation is often identified by its future-ready organisational design, underpinned by a strategic approach to upskilling and reskilling. HR teams that focus on helping employees to thrive in the current business climate as well as provide a platform to hone skillsets for future employability through a company-wide skills programme will win.

### 22. Best Talent Mobility Programme

Organisations mobilising their employees in a post-pandemic environment have both intra-country and overseas mobility options to consider based on their talent & careers strategy. For those looking at beyond-borders mobility, pandemic protocols and regulations will continue to play a role in determining the hygiene and safety of the employee during any assignment. This award aim to recognise post-pandemic mobility programmes that equip organisations to overcome new-normal barriers, while ensuring mobility remains a strong contributor to not just assignee's career development, but to the overall talent ecosystem.

## ENGAGEMENT

### 23. Best Employee Wellness Strategy

High performing companies that measure employee health as a key part of their overall risk management strategy generate a healthier workforce, organisational culture and financial bottom line. Since wellness and employee engagement go hand-in-hand, judges are on the lookout for an integrated plan of action that boosts the holistic wellness of the workforce, through mental, emotional, financial and physical lenses.

### 24. Best Employer Branding

This category celebrates companies that have successfully created a strong brand story that resonates with employees and positions the organisation at the top of candidates' employer wish lists. HR teams that leverage on innovative storytelling techniques, inspirational employer branding champions, and a partnership with internal stakeholders, among many others to engage potential and current employees will emerge as the top.

### 25. Best HR Digital Transformation Strategy

With the shift in generational demographics, on top of the rapid advancements in technology, HR is often left trying to balance legacy organisational processes with the demands posed by a new generation of employees. Entries that showcase how HR has taken the lead to transform the business through digitisation and digitalisation, whilst improving the overall employee experience will take home the award.





# CATEGORY DESCRIPTIONS

## ENGAGEMENT

### 26. Best Hybrid Work Model

This award recognises initiatives that have gone beyond a simple mix of on-site and remote hours. Judges will be looking for examples of hybrid work model roll-outs that gave employees more flexibility to get work done when, how and where proved to be most conducive to them, while improving productivity and favourability scores simultaneously.

### 27. Best Remote Work Strategy

This award will go to the HR team that can demonstrate the strategy behind a successful remote working arrangement. Judges will be looking for ways in which company culture was preserved and processes were uninterrupted.

### 28. Best Post-Pandemic Recovery Strategy

This award will go to the teams that demonstrated excellence in helping their employees cope with the after-effects of Covid-19, guiding a smooth transition back to stable conditions and supportive environments. This includes managing manpower disruptions and the changing nature of workplaces, to successfully engaging staff and looking out for their mental well-being.

### 29. Best Rewards and Recognition Programme

Effective employee recognition programmes help to attract and retain top talent, and ensure that employees feel valued, appreciated, and motivated to achieve company goals. HR teams that integrate relevant and innovative rewards to drive recognition, and incentivise the behaviours required to enhance the organisational culture will win.

### 30. Best Work-life Harmony Strategy

It's key that employees are able to strike a balance between work and personal life, especially in times when technology and remote working have blurred the line between work and home. Organisations that provide workplace flexibility and other holistic benefits/programmes to help employees cope with the demands of home and career while increasing productivity and reducing turnover should enter.

### 31. Most Innovative and Sustainable Office Design

An attractive, well-conceptualised office with a focus on sustainability is becoming more vital to an organisation's employee value proposition. Forward-looking organisations understand the impact of a conducive and vibrant workspace on talent attraction and employee productivity. The best talent wants to work in an inspiring yet eco-friendly environment. This award recognises sustainable and ergonomic workspaces that provide spaces for employees to perform, collaborate, and thrive.



# CATEGORY DESCRIPTIONS

## TALENT ACQUISITION

### 32. Best Campus Recruitment Strategy

Rewards the best initiative to improve campus recruiting. Judges will be looking for examples of touchpoints used and a solid strategy including – but not limited to – sourcing, engaging, selecting and hiring young talent. Both entry-level positions and internships qualify in this category.

### 33. Best In-House Candidate Experience

Does your organisation consistently deliver a positive, respectful and professional experience at all touchpoints with candidates - be it from application to interviewing and from hiring to onboarding? Enter this category to be recognised for the exceptional candidate experience that your organisation provides.

### 34. Best In-House Career Website

A solid vision, a cohesive plan, excellent technical partners, and company-wide buy-in comprise a good blueprint for an in-house career website. This category recognises organisations with user-friendly career websites, which encourage internal mobility through a sound yet discrete portal, in addition to attracting external candidates. Judges would be on the lookout for a robust career website that showcases career opportunities through clear, concise and compelling information.

### 35. Best Onboarding Experience

Companies that overcome specific cultural and logistical challenges to creating an engaging new-employee experience in a region as diverse as Asia will thrive in this category. Judges will reward organisations that have excelled in welcoming new employees all the way from day one to their ramp-up towards productivity, through the necessary knowledge, skills and disposition to become valuable team members.

### 36. Best Recruitment Referral System

This category recognises the best employee referral programmes in the region. Judges will be looking for examples of the incentives used, ease of use, ways in which the scheme was promoted internally, as well as types of communication updates with, and recognition for, the employee who submitted the referral.

### 37. Best In-House Recruitment Team

This award will go to the talent acquisition team that manages the recruiting and hiring efforts on behalf of their organisation. Judges will be looking at how the talent acquisition team coordinated with managers and stakeholders to source, screen and communicate with candidates.



# CATEGORY DESCRIPTIONS

## OVERALL CATEGORIES - NOT OPEN FOR ENTRY

### 38. Overall Leadership Award

This category is not open for entry, and will go to the entrant who performs best across all categories in the leadership pillar. In order to qualify to win this overall winner category, companies must have entered at least three or more categories in this pillar.

### 39. Overall Learning Award

This category is not open for entry, and will go to the entrant who performs best across all categories in the learning pillar. In order to qualify to win this overall winner category, companies must have entered at least three or more categories in this pillar.

### 40. Overall Engagement Award

This category is not open for entry, and will go to the entrant who performs best across all categories in the engagement pillar. In order to qualify to win this overall winner category, companies must have entered at least three or more categories in this pillar.

### 41. Overall Talent Acquisition Award

This category is not open for entry, and will go to the entrant who performs best across all categories in the Talent Acquisition pillar. In order to qualify to win this overall winner category, companies must have entered at least three or more categories in this pillar.

### 42. Employee Experience Champion of the Year

The most coveted of all achievements at the Employee Experience Award, this prestigious title goes to the best performing entrant across all 4 pillars: Leadership, Learning, Engagement and Talent & Acquisition. Using a standard points system, 4 points will be granted for Gold, 2 points for Silver, and 1 point for Bronze. Any point ties will be decided based on placement (i.e. 2 Gold would break a tie against 1 Gold and 2 Silver). Any placement ties will be decided by the average score percentage assigned by the Judging Panel.

## Entries Submission &amp; Table Booking

Name	Contact No / Email Address
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## Judging Opportunities

Name	Contact No / Email Address
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## Sponsorship Opportunities

## Email Address

For bespoke sponsorship packages please contact our sales team:  
[sales@humanresourcesonline.net](mailto:sales@humanresourcesonline.net)





Good luck preparing your entries!

#EmployeeExperienceAwards