

HumanResources Online.net

HREXCELLENCE AWARDS2021

#HRExcellenceAwards

5 NOVEMBER/ SINGAPORE/ ENTRY GUIDELINES

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Raising a toast to your HR success story!

Nine years on and *Human Resources Online* is privileged to again be shining a spotlight on HR superhero teams and individual superheroes that have weathered the storm at our annual HR Excellence Awards.

The awards recognises teams and individuals who are resilient in pushing the boundaries of people strategy, and achieving new heights in employee engagement, performance management, and more.

Our #HRExcellenceAwards story

Honouring the best-in class HR teams, and individuals, for their spectacular work executed across the entire HR function, the awards show aims to bring together talented HR professionals as one force to champion the way forward.

This year we will dive deeper into the quality of work put forth to the esteemed jury and narrow down Asia's most commendable teams.

Key dates

Entry submission deadline	**16 August**
Finalist announcement	September
Winners announced	5 November

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Snapshot of 2021 award categories

Team categories

1. Excellence in Business Transformation
2. Excellence in Corporate Wellness
3. Excellence in COVID-19 Response *NEW*
4. Excellence in Crisis Management and Recovery
5. Excellence in CSR Strategy
6. Excellence in Digital Transformation
7. Excellence in Diversity and Inclusion
8. Excellence in Employee Engagement
9. Excellence in Employer Branding
10. Excellence in Graduate Recruitment and Development
11. Excellence in HR Change Management
12. Excellence in HR Communication Strategy
13. Excellence in HR Innovation
14. Excellence in HR Team Collaboration
15. Excellence in Leadership Development
16. Excellence in Learning and Development
17. Excellence in Retention Strategy
18. Excellence in Talent Acquisition
19. Excellence in Talent Management
20. Excellence in Total Rewards Strategy
21. Excellence in Women Empowerment Strategy
22. Excellence in Workforce Mobility *NEW*
23. Excellence in Work-Life Harmony
24. Excellence in Workplace Culture
25. Excellence in Workplace Wellbeing
26. Employer of the Year

Individual winner categories

27. HR Leader of the Year
28. HR Manager of the Year
29. Most People-Focused CEO
30. Young HR Talent of the Year

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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.

Entry forms

1. Refrain from using your own entry template with your company branding, and only use what is provided.
2. Judges have the authority to mark you down for failure to adhere to the overall 2000-word 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. Entry forms for team categories are different from the individual winner categories. You may download them here.

Submission

Please submit all entries via the **entry submission page**. For assistance on your entry submission or if you need a boost while preparing your entries, reach out to our friendly Project Managers **Renamel Torres** or **Reggie Ola**.

Submission deadline

16 August, 2021, 6 pm

Judging process

Human Resources Online has enforced a system to ensure there will be no conflict of interest should the judges' organisations also submit entries. Judges will neither be allocated nor allowed to evaluate the categories which:

(a) Their own company submitted for.

(b) Industry competitors have submitted entries for.

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Eligibility

1. Programmes/campaigns/systems/initiatives entered should have demonstrable results from the period **of January 2020 to July 2021.** Initiatives or strategies developed and implemented prior to this period are also eligible, provided the results/impact were measured during the past year.

2. All categories are open to HR teams in organisations based in **Asia, the Middle East and/or Oceania**. All programmes/campaigns/systems/initiatives must have been implemented and carried out for the Asian, Middle Eastern or Oceania office, or for a regional and/or global office – the programme must have been spearheaded by the HR team in Asia, the Middle East or Oceania. This allows the awards to celebrate the best HR team that Asia, the Middle East and Oceania has to offer.

3. All categories are open to HR teams from either privately owned, public listed companies, government or NGOs.

4. Any organisation can submit entries up to a **maximum of eight categories** and is **limited to one entry per category, except for the individual award categories.**

5. For the **Employer of the Year** category, only companies that have submitted in three or more categories, excluding the individual categories, are entitled to submit an entry and enter.

Entry fee and payment

SGD 150 per entry. Credit card (Visa, Mastercard, AMEX), bank transfer.

Terms and conditions

1. Entry fees are non-refundable.

2. Entries will not be considered for judging if payment has not been received when judging commences.

3. The judges' decisions are final.

4. 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.

5. 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. *Please take note that we will omit Inc, Corporation, Pte. Ltd, PT, Berhad, Sdn. Bhd and etc in order to follow our editorial design guidelines in all marketing collaterals including trophy.

6. 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.

7. 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.

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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 HR Excellence Awards gala dinner, and on any and all related materials, including trophies, signage, certificates and write-ups in *Human Resources* magazine.

In your core submission document, you are required to fill all sections. Keep your answers as concise as possible, and do not exceed the respective sections' word limits. To ensure a fair judging process, please note that judges have the authority to provide zero marks to you for a particular section in the event that 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.

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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:

Vision & goals:
Implementation:
Impact:
Future initiatives:
Appendix/supporting documents **(Max 5 documents)**

Required formats

Core submission document:	.pdf
Supporting documents:	.pdf
Videos:	.wmv, .mov,

Due to system restrictions, please upload any videos to a "public or unlisted" link on YouTube, and insert the link into your Core Submission Document. If you password-protect it, do include the access password in your document.

Images:	.jpg, bmp
Max file size (all documents):	10MB
Min resolution for images:	300dpi

For assistance on submission reach out to:

Renamel Torres, Head Project Management at renamelt@humanresourcesonline.net

OR

Reggie Ola, Project Manager at reggieo@humanresourcesonline.net

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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. Vision and goals (25%)
•Provide an overview of your strategy.
•What was the objective of it? What was the outcome you were looking for?
•What business problem did you want to solve with your plan; what business opportunities were you looking to pursue?
•How did you get buy-in from top management and line-of-business managers?
•What are some innovative and/or new ideas proposed?
• What is the expected business ROI from the proposed changes?
•Please include some testimonials from peers/senior management/clients.

2. Implementation (25%)
•How was your strategy communicated to all stakeholders?
•How did you keep your plan on track – on time and under budget?
•How did you maintain continued support from key stakeholders?
•What problems were encountered and how did you solve them?
•What elements of the plan were easier or more difficult than you thought at first?
•A clear narrative that demonstrates why the strategy was implemented and how it is having an impact on the organisation.
•How is this implementation different or unique?

3. Impact (25%)
•What were the primary and secondary results of your strategy?
•What business/commercial benefits did your strategic plan deliver?
•What were the unintended positive consequences of your innovative strategy?
•How did your plan contribute to the organisation's commercial/business goals?
•What was the feedback from stakeholders (employees, line management, top management) post implementation?
•Evidence of success: How has the idea/strategy strengthened the organisation? Please use metrics, anecdotes and case studies.
•Judges will consider feedback from stakeholders.

4. Future initiative (25%)
•What other objectives do you plan to pursue next?
•Has the successful implementation of your strategy affected the strategic planning process of other areas of your organisation?
•What has the implementation of your strategic plan taught you about what else is achievable?
•What else can be done differently to further improve?
•What are some other support areas the implementation could benefit from in the future?
•What are some room for areas of improvement?

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

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Entry form- Individual 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. Vision and goals (25%)
•What is the background of your nominee? His/her vision for HR in the organisation?
•What did your nominee set out to achieve 12 months ago?
•Detail attributes this individual possesses that benefit the business.
•List your nominee's innovative approach to people management.
•How would colleagues describe this individual? What are some personal attributes?
•What are some innovative and/or new changes implemented and/or challenged by the nominee? What is the expected business ROI from the changes incorporated?
•Please include some testimonials from peers/senior management/clients.

2. Implementation (25%)
•What are some initiatives/programmes led by this individual from his/her managerial leadership? How did your nominee decide on the particular strategy s/he followed?
•What business problem(s) is your nominee trying to address?
•Demonstrates why the strategy was implemented and its impact.
•What challenges did your nominee encounter and how did s/he solve them?
•Please explain in greater detail a situation in which this individual stepped up.
•How is this nominee's implementation different or unique?
•How did the individual get the buy-in from the respective stakeholders?

3. Impact (25%)
•What HR metrics did your nominee achieve?
•How did your nominee contribute to your organisation's commercial/business goals?
•What was the feedback from stakeholders (employees, line management, top management) post implementation?
•Please list the primary and secondary impact.
•Evidence of success: How has the idea/strategy strengthened the organisation? Please use metrics, anecdotes and case studies.
•Judges will consider feedback from stakeholders.

4. Future plans (25%)
•What objectives does your nominee plan to pursue next?
•Has your nominee's performance affected the way your organisation approaches HR policy changes?
•What else can be done differently to further improve?
•What are some other support areas your nominee could benefit from in the future?
•What are some room for areas of improvement?
•What has your nominee's performance taught your team about what else is achievable?

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

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Category descriptions- 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 outline in the entry form.

1. Excellence in Business Transformation

This category recognises HR teams that have completed a successful people-focused business transformation programme(s). The programme(s) must respond to a required business case that needs change and the criteria will focus on key areas such as communication challenges, implementation and measurement. Entries can include those external resources that aided in moulding the programme(s) into one that is robust and has proven track record to achieve the business goals and objectives.

- How was your programme innovative and led a business change?
- What was the clear business case that required change? How effectively was the programme communicated, implemented and measured?
- How did your HR team overcome resistance while pushing for business transformation? What was the role that HR played in the programme?
-What are some of your evidence of success: how has it strengthened the organisation? Please use metrics, anecdotes, customer feedback and case studies.

2. Excellence in Corporate Wellness

Workplace wellness is an investment to ensure successful sustenance of healthy lifestyles as a core value amongst employees. A strategic, all-encompassing and innovative wellness plan is necessary to curb the spiraling healthcare costs. This category honours organisations for positioning wellness programmes as a strategic business opportunity and creating a positive environment to empower employees to lead healthy lives.

- How would you describe your corporate wellness culture?
- What are some aspects of a holistic corporate wellness strategy?
- How do you asses the effectiveness of your corporate wellness strategy?
- How do you conduct needs assessment for your employees? What are some key areas of concern that were highlighted?
How do you ensure that your current corporate wellness strategy is innovative?
To what extent does the corporate wellness programme meet your business goals? What is the ROI?

3. Excellence in COVID-19 Response * NEW*

This category recognises outstanding strategic responses to managing the impacts of COVID-19 on the workforce. All areas related to the HR function are eligible for this category. Judges will be looking for sound decision making, risk assessment, and ongoing communication with employees.

- Detail the strategy you devised for best managing the impacts of COVID-19 on your workforce.
-What were the key objectives inherent to the strategy (employee retention, business sustainability, minimal impact to productivity, clear communications, etc)?
- What were the main challenges in executing the strategy, and how were those challenges addressed?

4. Excellence in Crisis Management & Recovery

This category recognises organisations that have taken the lead in the fields of crisis management, business continuity planning, and recovery. Entries that detail how the HR team has proactively identified the crisis, crafted out phases of the business continuity plan, implemented the strategy and tracked the progress will stand out – all while keeping employees motivated, engaged and safe.

- Detail your crisis management framework currently in place.
- What recovery and BCP protocols are in place, and how are they communicated to the workforce?
- Outline the scenarios (if any) you engaged in to help the workforce prepare for a real crisis situation.
- What channels do you use to communicate your crisis management and recovery initiatives?

5. Excellence in CSR strategy

This category honours organisations that are inspiring role models through their impactful CSR framework. The CSR programme demonstrates the organisation's leadership, sincerity and ongoing commitment in incorporating ethical values into their business model. Judges would seek sustainability, stakeholder engagement and values alignment as some of the key factors in assessing the nominees.

- Detail your CSR framework currently in place.
- How do you align your CSR programmes with your organisational values?
- What were the objectives of your CSR programmes? How did you measure the effectiveness of the initiatives?
- What role does CSR play in your company culture?
What channels do you use to communicate CSR initiatives?

6. Excellence in Digital Transformation

Digital transformation occurs when the business, led by HR, implements some form of new, innovative and frequently-changing technology in a relatively large organisation-wide initiative. Not only does this help to solve business problems better by providing easier access to data, but ultimately, creates more value for employees and stakeholders to help accelerate business performance. Teams that develop a customised employee experience that meets the needs of the workforce through multiple digital platforms will be crowned winners.

- What technologies are you currently utilising? How have they helped to improve business productivity? Have you trialed any technology that hasn't worked for you?
- How have you innovatively used HR technologies?
- Detail some measurement metrics that have been used to evaluate the technology.
- What ROI have you seen from incorporating these technologies?
- How do you put together and present a HR business case to top management for the need to innovate with new technologies?

7. Excellence in Diversity and Inclusion

As business is changing at a rapid pace in a highly globalised workplace, diversity and inclusion should lie at the forefront of every HR team's agenda. This award celebrates the remarkable work of organisations that demonstrate continuous commitment to creating and supporting an open environment that includes cultural, gender, physically disabled and other minority groups. Identifying how challenges have been overcome and opportunities identified through provision of equal opportunities to enrich individual performance will be an advantage.

- How would you describe your current D&I strategies?
- Which target group(s) does your D&I strategy focus on?
What is the business impact of your D&I strategy?
Detail the framework used, if any, to implement D&I in the organisation.
What are the cultural factors in play when designing and implementing D&I?
- How did your HR team get buy-in from senior management to execute the D&I strategy?
What was your budgeted spend on D&I initiatives/programmes?

8. Excellence in Employee Engagement

Ubiquitous in all successful organisations, high levels of employee engagement is pivotal for developing strategically agile organisations to thrive in today's hyper-paced markets. Judges will be on the lookout for robust communication channels alongside employee feedback, empowerment and enablement, which form the building blocks of programmes that foster engagement. Exemplary companies will showcase how a motivated and committed workforce has effectively turned them into market leaders with a solid operational performance.

How would you describe your current employee engagement?
How do you assess the depth of your employee engagement programmes?
- What channels have you used to communicate employee engagement?
How innovative is your employee engagement?
What business needs does your employee engagement serve?
- What do you plan to do differently to engage the future workforce?
- How has technology played a role to boost employee engagement?

9. Excellence in Employer Branding

To emerge victorious in the fierce competition for top talent, a well-established and thoughtfully crafted employer brand is a must-have. Have you succeeded in creating a clear, compelling and meaningful brand that consistently attracts the right-fit talent? Are you working in tandem with key stakeholders to design a value-adding and effective employer brand? If so, you could win this award, which recognises HR teams that have created a strong employer brand for their companies.

- What is the business objective of an employer branding?
- How do you align your employer branding with organisational goals?
- How do you measure the effectiveness of your employer branding?
- What are some industrial benchmarking techniques to use when looking at your employer branding?
- Detail future plans to revamp or reposition your employer branding.
- What is your budgeted expenditure for employer branding? What is the ROI?
How do you get senior management buy-in for employer branding?

10. Excellence in Graduate Recruitment and Development

Fresh graduates are like diamonds in the rough - it's up to you to polish them and make them shine. Shaping raw talent and moulding it into high potential contributors that add real value to your organisation is one of the advantages of implementing a graduate recruitment and development scheme. The most effective graduate training programme that develops capable, well-trained and agile young leaders will be the one to prevail in this category.

- What are your graduate recruitment programme objectives?
- Describe your graduate recruitment programme and how it was conceptualised and developed.
How was the programme implemented? Did you face any challenges?
How do you rope in other business unit stakeholders to get involved in this?
What comes after the programme? How do you ensure is sustainability?
How effective is the programme in attracting the right candidates?
Describe the programme results.

11. Excellence in HR Change Management

In today's fast-changing world HR must keep up with the momentum of change to avoid being left behind. This award recognises and celebrates highly responsive HR teams that lead large scale organisational changes to build an agile workforce by focusing on capability building and organisational development. HR teams that proactively design and implement change management strategies to preempt and overcome obstacles will take home this award.

- What industry disruptions has your organisation experienced?
- How did your HR team prepare for workforce disruptions?
- Who are your key stakeholders?
What actions have your HR team undertaken to ride the wave of change?
What does it mean to be agile?
How did you manage change with agility?

12. Excellence in HR Communication Strategy

Leading organisations are able to stay ahead of the HR content challenge by capitalising on the wide array of communication channels present today. As such, the HR function can effectively help to recalibrate the business model by transforming the transactional relationship through the use of internal channels. Pertinent examples would be the use of social media to engage and interact with employees to enable direct communication necessary to churn out swift responses. Mention of other innovative practices that deliver the business outcome through an efficient system is welcome.

- What internal communication channels does HR utilise effectively and how do they improve underlying business productivity?
- What measurement metrics do you use to evaluate your channels?
- What is the engagement level that you have through these channels?
How do you align your HR strategy to the business through communication platform(s)?
What purpose do the channels serve?
How did you narrow down to the specific channels?

13. Excellence in HR Innovation

This award celebrates HR teams that pave the way for their peers as they redefine and redesign their organisation in preparation for the workplace of the future. It honors and identifies teams that embark on a different way of doing the same things, new ways of doing things or a new innovative method all together while aiming to drive low cost and increase productivity.

-What aspects of your processes or programmes (eg. HR shared services, job descriptions etc) have you changed?
-What have you done differently?
-How have your new initiatives helped to lower cost?
-How do you measure your productivity with current and new initiatives?
-How do you get the buy-in from your stakeholders?
-What business case did you present to propel the innovative change?
-What does innovation mean to you?
-How does innovation fit in the business direction for 2020 and beyond?

14. Excellence in HR Team Collaboration

This award is given to the most outstanding HR team that has achieved exceptional results in key considerations such as team morale and engagement, teamwork and cohesiveness, which has led to a direct contribution to the organisation's business strategy and its results. Entries should highlight specific strategic initiatives that the HR team has championed and successfully implemented.

What projects was your HR team tasked with?
How did your HR team collaborate and work towards the end goal of the projects?
Detail challenges you experienced when working with specific projects.
How did you overcome these challenges as a team?
Outline the metrics that the team used to ensure the projects hit targets.
What are some other forms of collaboration you engaged in to achieve the desired outcome?
How would you describe your team's culture?

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What projects was your HR team tasked with?
How did your HR team collaborate and work towards the end goal of the projects?
Detail challenges you experienced when working with specific projects.
How did you overcome these challenges as a team?
Outline the metrics that the team used to ensure the projects hit targets.
What are some other forms of collaboration you engaged in to achieve the desired outcome?
How would you describe your team's culture?

15. Excellence in Leadership Development

A great leader is not only good at managing tasks and functions, but also possesses a compelling vision that draws people in and can be trusted to deliver that vision. This award recognises HR teams that have devised clear, measurable and high impact leadership programmes that identify and develop high potentials. This refers to developing powerful and authentic leaders that anticipate and respond to dynamic business conditions with agility.

- Who does your leadership programme target? How do you ensure you target the right audience? What are some channels that you use?
- How do you assess the effectiveness of your leadership programmes?
- What are some key areas of improvement for your leadership programmes?
- When implementing and executing leadership programmes, what are the top three challenges you faced? How did you overcome them?
- How much did you spend on your leadership programmes? How did you measure your ROI?
-How do you benchmark your leadership practices against industry best practices?

16. Excellence in Learning and Development

A good and well-thought-out employee training and development scheme not only helps to accelerate the skills development of your employees, but also drastically improves employee engagement, retention and productivity levels in the workplace. For this category, the judges are looking for innovative L&D programmes that are well structured, with a proven record of achieving their talent development objectives effectively.

- Who does your L&D programme target? How do you ensure you target the right audience? What channels do you use?
-How do you assess the effectiveness of your L&D programmes?
- What are some key areas of improvement for your L&D programmes?
- When implementing and executing L&D programmes, what are the top three challenges you faced? How did you overcome them?
- What was your budget for L&D programmes? How did you measure your ROI?
-How do you benchmark your L&D practices against industry best practices?

17. Excellence in Retention Strategy

This award recognises excellence in maintaining employees in a highly competitive HR landscape while keeping the attrition rate at a low level, ensuring minimal business impact. Judges will be looking for proactive, innovative and ground-breaking strategies to talent retention while maintaining the morale of the workforce. Winners of this category successfully recognise that retention efforts cannot have a one-size-fits-all approach and hence the retention approaches are not only innovative but also cater for the various demographics within the workforce.

- What is the objective of your retention strategy?
- How innovative is your retention approach?
- Detail outcomes of your retention strategies.
- What is the rationale for using the chosen medium?
What follow-up strategies do you have in place for employees that have been successfully retained?

18. Excellence in Talent Acquisition

Talent acquisition for the modern workplace has revolutionised and transformed the erstwhile recruitment function, giving new meaning to a holistic hiring approach. Within this category, judges will be looking for innovative and effective talent acquisition strategies that not only help fill vacancies but focus on long-term workforce strategy and manpower planning.

- What were your primary recruitment objectives, and what issues did your team face prior to developing it?
- Describe how the talent acquisition strategy supports the recruitment function and how your team conceptualised and developed it.
- How was the talent acquisition strategy executed successfully and why were the particular channels and platforms chosen?
To what extent did the talent acquisition strategy bring about an increase in qualified candidates for your organisation?

19. Excellence in Talent Management

To source, attract and retain qualified, talented professionals can be overwhelming. Hence a robust, targeted and sustainable talent management strategy is highly sought after. This award honours employers who manage the professional welfare of employees throughout their full life cycle from recruitment to retirement. The category aims to highlight front-runners in the industry who are pushing boundaries of people strategy by creating an environment where talent is able to gain knowledge and skills needed to reach their full potential.

- What does talent management mean to you and your organisation?
- How do you measure the employee life cycle metrics?
- What is your people strategy in the workplace of the future?
- How do you communicate talent plans to your workforce?
- How sustainable are your talent management strategies?
Detail your talent management strategy KPI's.

20. Excellence in Total Rewards Strategy

To attract, motivate and retain top talent, high compensation alone is no longer sufficient. Instead, a holistic and competitive total rewards strategy that is flexible, effective and meaningful is required to win the war for talent. In this category, judges will be looking for thoughtful and cost-effective total rewards programmes that effectively weave together C&B, flexibility and employee recognition to drive business growth.

- What are some aspects of a holistic C&B package?
- How do you assess the effectiveness of your total rewards strategy?
- How do you conduct needs assessment for employees? What key areas of concern were highlighted?
How do you ensure your current total rewards strategy is innovative?
What motivated you to shift towards total rewards rather than purely focusing on C&B?
How do you relate total rewards opportunities to the workforce?
What is the role of the line managers and department heads in implementing total rewards programmes?

21. Excellence in Women Empowerment Strategy

This prestigious award aims to honour and recognise organisations that champion greater gender diversity at every level in the workplace. Winning this award would mean organisations have consciously built a safe working space that enables female empowerment, promotion of women in key management positions and room for flexibility to accommodate womens' needs. More importantly, women employees are acknowledged as critical agents of business growth acceleration. Judges are keen to know more about the authority of women in various business units and how they are given the opportunity to excel, scale and become role models for peers.

- What is the gender demographics in your organisation?
- What are some programmes/initiatives in place that empower women?
- What are the thoughts of women talent in your organisation regarding HR's efforts to champion gender diversity? Please feel free to add in testimonials.
- How many women leaders are there in your organisation?
- What is the cultural impact of women empowerment in your organisation?
- What challenges did HR face when implementing women empowerment programmes? How did you overcome them?

22. Excellence in Workforce Mobility *NEW*

This category is for businesses that implemented effective remote working solutions for their employees, and adapted their flexible working arrangements to cater to the demands of working productively during regular safe management measures.

-Describe your remote / flexi working arrangements pre and post COVID-19.
- What were the main drivers and reasons for running the programmes?
- What is the current breakdown of WFH, WFO and other work arrangements in your organisation.
- What challenges have you faced implementing these programmes?
- What are some of the results and indicators you've seen since the programmes were launched?

23. Excellence in Work-Life Harmony

Conflict between work and other responsibilities can diminish the quality of both work and personal life for employees. This award celebrates organisations committed to raising the quality of life and professional excellence as a healthy and engaged workforce boosts business results. Programmes crafted on the basis of workplace flexibility to manage demands of home and career with a positive impact on productivity, absenteeism and turnover will be in the limelight.

-How would you describe the work-life harmony in your organisation?
-How is this integrated in the organisational structure?
-How do you communicate this to your workforce?
-What is the role of the line manager and department heads in implementing work-life harmony?
- What efforts have been undertaken to improve work-life balance for employees? How effective has it been?
- How did you conduct needs assessment for employees?
-What propelled you to prioritise work-life harmony?

24. Excellence in Workplace Culture

Companies with a strong and healthy workplace culture outperform their competitors in business performance. When employees are proud and happy to be working for their companies, they remain highly engaged and productive to achieve sustained excellence. This award recognises HR teams that have purposefully and consciously shaped their company's culture to provide a positive, open and adaptive environment for their employees to thrive in.

- How would you describe your workplace culture?
- What are some challenges that you encountered when building your company culture? How did you overcome them?
- Detail an incident where your company culture played a crucial role in the implementation of a HR strategy.
- What communication channels do you utilise to educate employees on company culture?
- What is the role of the company culture in helping the organisation achieve its business goals?

25. Excellence in Workplace Wellbeing

Nothing runs a company into the ground faster than an office full of tired and demotivated employees. Research shows productivity levels are directly linked to the wellbeing of employees. This award recognises workplace wellbeing programmes that have been carefully designed to ensure employees work in a safe and quality workspace with supportive colleagues and smart benefits.

-How would you describe your workplace wellbeing culture?
- What are some aspects of a holistic workplace wellbeing strategy?
- How do you assess the effectiveness of your wellbeing strategy?
- How do you conduct needs assessment for employees? What key areas of concern were highlighted?
-How do you ensure your wellbeing strategy is in line with employee and business needs?
-How does your workplace wellbeing address physical, mental, emotional, financial and physiological stress?

26. Employer of the Year

This category is open only to companies that have entered at least three and more categories in the HR Excellence Awards. If your organisation demonstrates excellence in strategic planning, recruitment, rewards, learning, HR tech and all other HR disciplines then you should be in the running for being crowned employer of the year. Organisations that clearly value employee welfare and deliver the best for their workforce with holistic C&B packages, inclusive environments, talent development and more are forward thinking entities that deserve to win this category. Judges are on the lookout for an organisation that places employees first in order to achieve overall business excellence.

- What is the mission and vision of your organisation?
- Detail areas within HR that your organisation has excelled in.
- What areas have seen improvement?
- Who are your stakeholders and what do they have to say about your organisation? Please feel free to include testimonials.
-What are your HR strengths and weaknesses? How do you leverage on your strengths to deliver and overcome challenges to tackle weaknesses?

Category descriptions- Individual winner 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 outline in the entry form.

27. HR Leader of the Year

The individual to be crowned winner of this prestigious award has played an instrumental role in leading transformational changes. More importantly, they ensure HR's seat at top management's table is well-deserving and heard during reviewing business plans. Additionally, judges look beyond expertise as they focus on the passion the individual possesses. They understand the strategic role of HR in partnering with the business whilst striving to continually improve policies for better business outcomes.

- Detail attributes this individual possesses that benefit the business.
- What is his/her vision for HR in the organisation?
- What are some initiatives/programmes led by this individual?
- Please include some testimonials from peers/senior management.
- Please explain in greater detail a situation in which this individual stepped up as a leader and fought for HR's value and rights.
- How would colleagues describe this individual?
How has this individual gone above and beyond for HR?

28. HR Manager of the Year

The individual who has demonstrated managerial excellence over the year with great leadership, communication and strategy planning to drive results and transformation will bring home this highly coveted accolade. He/she must provide supporting data to show his/her contribution and implementation of specific HR initiatives within the organisation and/or to the immediate team with a larger impact to the business. The winner is someone who is innovative and driving change for overall improvement, and is able to align the business goals with the workforce needs while having a vast knowledge of HR practices and business issues.

- Detail attributes this individual possesses that benefit the business.
- What is his/her vision for HR in the organisation?
- What are some initiatives/programmes led by this individual from his/her managerial leadership?
- Please include some testimonials from peers/senior management.
- Please explain in greater detail a situation in which this individual stepped up as a manager and fought for HR's value and rights.
- How would colleagues describe this individual?
-How has this individual gone above and beyond for his/her team as a manager?

29. Most People-Focused CEO

Raising the standards of corporate governance, extending influence across industries and scaling the organisation to new heights are part of a CEO's job function. Further narrowing this scope, a top performing CEO is one who puts people first. Demonstrating excellent commitment to the HR function as a strategic business objective through open and continuous support and communication is evidence that judges will be seeking. The most people-focused CEO empowers employees to drive groundbreaking initiatives to propel radical business transformation. It is crucial to point out how your CEO performs both as a business and people leader to deliver best-in-class performance.

- What is the CEO's business/people mission and vision?
- How would employees of the organisation describe the CEO? Please feel free to include testimonials.
- Detail key leadership attributes of this leader.
- How do you measure the effectiveness of this leader's traits and/or programmes/initiatives?
- Describe this leader's communication tools and strategy. Describe a situation in which this individual stood up for his employees. What was the result of this?

30. Young HR talent of the Year

Dedication, growth mindset and learning agility are key characteristics needed for a young, high performing talent to excel. This award recognises the game-changing HR leaders of the future who have five or less years of HR experience and are deemed 'young' not in terms of age, but in terms of their work experience in the HR domain. These rising stars have already made a big impact on their organisation, by showing resilience and capability to weather the storm whilst adding value to the organisation's performance.

- How does this young HR talent stand out?
- What leadership attributes does he/she possess?
- How does the senior management describe this individual? Please include testimonials.
- Detail projects/initiatives spearheaded by this individual and the outcomes.
-Talk about an occasion where this individual experienced great challenges in his/her daily job function and how he/she overcame them, including lessons learnt.

Contact us

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Good luck preparing your entries!

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