HumanResources Online.net

HR EXCELLENCE AWARDS 2026 SINGAPORE

ENTRY GUIDELINES

Championing 14 Years of HR Success

Celebrating Singapore's Top HR Achievements & Innovators

Welcome to the 14th Annual HR Excellence Awards Singapore 2026, the premier platform celebrating innovation, dedication, and excellence in human resources.

Our 2026 edition will spotlight the most transformative strategies, forward-thinking policies, and groundbreaking initiatives that have elevated employee engagement, organisational success, and business growth across the nation.

With **46** carefully curated categories, the HR Excellence Awards Singapore continues to be the definitive stage for HR leaders and industry pioneers to connect, exchange insights, and honour the organisations setting new benchmarks in HR excellence.

Join us in celebrating the unwavering dedication of HR professionals and the remarkable achievements that have reshaped workplaces in Singapore over the past year.

Stay connected and be the first to hear the latest updates by following us on our social media channels!

What's New in 2026

- Excellence in AI-Enabled Workforce Transformation
- Excellence in Performance Management Evolution
- Excellence in the Use of Generative AI for HR

Key Dates

Entry Submission Deadline	26 June 2026
Finalist Announcement	August 2026
Winners Announcement	25 September 2026



BENEFITS OF ENTERING

Add your name to the HR Excellence Awards hall of fame:

1. **Create buzz around your deserving work**
   Blowing your own trumpet as some might say, but this is about giving yourself a pat on the back and recognising a job well done. Boost your team morale and prove your worth to the business.

2. **Pause from the hustle and bustle to look back at your milestones**
   Wow! You have weathered through all the storms – internal restructuring, getting buy-in from management for budget approval – and you have never shrugged your responsibilities as a business partner.

   As you prepare your entries, take this time to regroup as a team and look back on your journey and achievements over the past year.

3. **Inspire and lead through change**
   Dare to be different. It begins with leading with the right mindset as this will be the best source of motivation that will help redefine your team's purpose, acknowledge the contributions of your team members and pave the path for greater heights.

4. **Build a legacy bigger than you can imagine**
   Nothing comes easy without hard work. Be recognised and credited for being the trailblazer that sets you apart from the rest

5. **Opening endless opportunities**
   A testament to your hard work, resilience, and grit, participating in the awards will open endless opportunities to further grow and nurture your team, for great employer branding. Be known as being part of an award-winning team (or individual) and add it to your list of achievements!

LIST OF CATEGORIES

Team Categories

1. Employer of the Year
2. Excellence in Agile Talent Mobility
3. **Excellence in AI-Enabled Workforce Transformation *NEW***
4. Excellence in AI-Supported HR Solutions
5. Excellence in Business Transformation
6. Excellence in Championing Women Leaders
7. Excellence in Corporate Wellness
8. Excellence in Crisis Management Planning
9. Excellence in Cross-Generational Workforce Engagement
10. Excellence in CSR Strategy
11. Excellence in Digital Transformation
12. Excellence in Diversity, Equity and Inclusion
13. Excellence in Employee Advocacy and Brand Ambassadors
14. Excellence in Employee Engagement
15. Excellence in Employee Volunteerism
16. Excellence in Employer Branding
17. Excellence in Graduate Recruitment and Development
18. Excellence in HR Change Management
19. Excellence in HR Communication Strategy
20. Excellence in HR Innovation
21. Excellence in Hybrid Working
22. Excellence in In-House Talent Pipeline Strategy
23. Excellence in Leadership Development
24. Excellence in Learning and Development
25. Excellence in Mature Workforce Empowerment
26. **Excellence in Performance Management Evolution *NEW***
27. Excellence in Progressive Wage Practices
28. Excellence in Recovery & Rebound Strategy
29. Excellence in Retention Strategy
30. Excellence in Talent Acquisition
31. Excellence in Talent Management
32. **Excellence in the Use of Generative AI for HR *NEW***
33. Excellence in the Use of HR Tech
34. Excellence in Total Rewards Strategy
35. Excellence in Women Empowerment Strategy
36. Excellence in Workforce Flexibility
37. Excellence in Workforce Mobility
38. Excellence in Work-Life Harmony
39. Excellence in Workplace Culture
40. Excellence in Workplace Wellbeing
41. Best HR Team (MNC / LDC)
42. Best HR Team (SME)

Individual Talent Categories

43. HR Leader of the Year
44. HR Manager of the Year
45. Most People-Focused CEO
46. Young HR Talent of the Year

Overall - Not for Entry

47. Overall HREA Winner (Not for Entry)



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HR EXCELLENCE AWARDS 2026
SINGAPORE

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/hr-excellence-awards-sg/entry-submission/

Entry Forms Template: https://awards.humanresourcesonline.net/hr-excellence-awards-sg/wp-content/uploads/sites/2/2026/02/HREASG-2026_Entryforms.zip

Submission Deadline

26 June 2026, 6pm

Entry Forms

1. Refrain from using your own entry template with your company branding, and only use what is provided.
2. Please be reminded that the limit for your overall entry form is restricted to 2000 words only. Judges can mark you down for exceeding 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. Please use the correct form

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)
A high-resolution company logo
A high-resolution candidate headshot *(Applicable only for talent categories)*
A high-resolution team photo *(Applicable only for HR Team (MNC & SME)*

Required formats

Core submission document:	.pdf
Supporting documents:	.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.

Images:

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

File format:	.jpg, png
Max file size (all documents):	10MB

Fees & Payment Mode

Entry Fees: **SGD170 per entry**
(Price is exclusive of Government Service Tax (GST). GST is only applicable to entries from Singapore-based companies.)

Payment Mode: Credit card (Visa, Mastercard, AMEX)
All fees are non-refundable.

Eligibility

1. Programmes / campaigns / systems / initiatives entered should have demonstrable results from the period of **January 2025 to May 2026.** 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 **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 have to offer.

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

4. There is no limit to the number of entries an organisation may submit. Organisations may submit multiple entries per category, including by holding companies and their subsidiaries, provided each entry represents a unique business entity and HR team, as well as a distinct initiative.

   For individual award categories, one entry per person per category, and there can be multiple entries from within the same company or its subsidiaries.

5. You are **not allowed to submit** and enter for **Overall HREA Winner 2026.**

Terms and Conditions

1. Entry fees are non-refundable.

2. The judges' decisions are final.

3. 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.

4. 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.

5. 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.

6. Finalists need to be present at the winners announcement in order to receive their trophy(ies) in case they win.

7. All judges are bound by a non-disclosure agreement covering confidentiality, conflicts of interest, and contact with entrants. To ensure a fair result, judges will not have access to entries submitted by their own organisation or that of their competitors.

8. Lighthouse Independent Media Pte Ltd reserves the right, without prejudice, to remove entries from being judged, should the company submitting their entries have a history of non-payment and payment arrears.

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 winners announcement, 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 word limits. 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.

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.

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, with a maximum of 2,000 words (total).

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 Initiatives (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.

Entry Form – Individual Talent 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, with a maximum of 2,000 words (total).

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, taking into account challenges to your industry sector and the business model in which you operate
   - 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?
   - A clear narrative that demonstrates why the strategy was implemented and how it is having an impact on the organisation.
   - 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 Initiatives (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.

Team Categories

1. **Employer of the Year**
Pre-requisite: To enter this category, you must have entered at least three (3) other non-talent categories in the HR Excellence Awards.

This category recognises the employer that has demonstrated excellence in all aspects of HR management, resulting in improved employee satisfaction, productivity, and retention. The winner will have created a positive and supportive workplace culture, implemented effective talent management and development strategies, and prioritised employee wellbeing and safety.

2. **Excellence in Agile Talent Mobility**
This category recognises organisations that excel in facilitating talent mobility within their workforce, allowing employees to move seamlessly across roles and departments. Submissions should highlight innovative approaches to talent redeployment, skill development, and career progression.

3. **Excellence in AI-Enabled Workforce Transformation *NEW***
This category recognises organisations that have strategically leveraged artificial intelligence to transform the nature of work, redesign roles, and future-proof their workforce. Entrants should demonstrate how AI adoption has driven meaningful workforce restructuring, reskilling initiatives, job redesign, and human-AI collaboration models that enhance productivity, agility, and long-term organisational sustainability.

Submissions should highlight how HR has led this transformation responsibly and strategically, ensuring employees are equipped, supported, and empowered in an AI-augmented work environment while delivering measurable business impact.

4. **Excellence in AI-Supported HR Solutions***
This category recognises organisations that leverage artificial intelligence (AI) and machine learning to enhance their HR processes. Submissions should emphasise how AI is utilised for talent acquisition, predictive analytics, employee engagement, and other HR functions, resulting in improved outcomes.

**Was previously 'Excellence in AI-Powered HR Solutions'*

5. **Excellence in Business Transformation**
This category recognises organisations that have undergone significant changes in their business models or processes, resulting in improved efficiency, productivity, and profitability. The winner will have demonstrated a clear understanding of their market, people, customer needs, and a proven track record of executing and implementing change.

6. **Excellence in Championing Women Leaders**
This category recognises organisations that have demonstrated exceptional commitment to promoting and nurturing women in leadership roles. The winner will have implemented policies and initiatives that actively support the growth and development of female leaders, ensuring that women have the opportunities, resources, and mentorship needed to excel in senior positions and drive organisational success.

7. **Excellence in Corporate Wellness**
This category recognises organisations that have demonstrated a commitment to promoting employee health and wellbeing in the workplace. The winner will have implemented effective strategies that prioritise mental, physical, and emotional health, resulting in increased employee engagement, reduced absenteeism, and improved productivity.

8. **Excellence in Crisis Management Planning**
This category recognises HR teams and organisations that have developed and implemented effective crisis management plans to mitigate the impact of unexpected events on their business and employees. Nominees will have demonstrated a proactive and strategic approach to crisis management, including identifying potential risks and implementing effective measures to manage and mitigate them.

   Unlike the Excellence in Recovery and Rebound Strategy category, this category focuses on how HR teams and organisations have successfully identified potential risks and implemented measures to mitigate the impact of unexpected events.

9. **Excellence in Cross-Generational Workforce Engagement**
This category recognises organisations that excel in creating a work environment where employees from different generations collaborate effectively. The winner will demonstrate an ability to engage and motivate a diverse workforce by promoting inclusivity, encouraging mutual respect, and fostering open communication. Successful candidates will have implemented strategies that leverage generational strengths to enhance teamwork, drive innovation, and improve overall workplace culture.

10. **Excellence in CSR Strategy**
This category recognises organisations that have demonstrated a strong commitment to corporate social responsibility. The winner will have implemented effective strategies that prioritise ethical practices, sustainability, and social impact, resulting in positive outcomes for both the organisation and its stakeholders.

11. **Excellence in Digital Transformation**
This category recognises organisations that have successfully integrated digital technology into their operations, resulting in improved efficiency, productivity, and profitability. The winner will have demonstrated a clear understanding of emerging technologies, the ability to execute and implement change, and a commitment to ongoing innovation.

12. **Excellence in Diversity, Equity and Inclusion**
This category recognises organisations that have demonstrated a commitment to promoting diversity, equity, and inclusion in the workplace. The winner will have implemented effective strategies that prioritise creating a safe and inclusive work environment, resulting in increased employee engagement, reduced turnover, and improved productivity.

13. **Excellence in Employee Advocacy and Brand Ambassadors**
This category recognises organisations that empower employees to become advocates and brand ambassadors. Submissions should showcase how employees are engaged in standing up for ideas & approaches that they believe, how they are empowered to have a voice as a collective, and how these initiatives are, in turn, promoting the company's values, mission, employer branding, and products / services.

14. **Excellence in Employee Engagement**
This category recognises organisations that have implemented effective strategies to engage and motivate employees, resulting in increased job satisfaction, productivity, and retention. The winner will have demonstrated a clear understanding of employee needs and preferences, and have implemented initiatives that prioritise employee voice and recognition.

15. **Excellence in Employee Volunteerism**
This category recognises organisations that have implemented effective strategies to encourage and support employee volunteerism, resulting in positive outcomes for both the organisation and its community. The winner will have demonstrated a commitment to social impact and employee empowerment, and have implemented initiatives that prioritise volunteerism and community engagement.

16. **Excellence in Employer Branding**
This category recognises organisations that have developed a strong employer brand, resulting in increased recruitment success, employee engagement, and retention. The winner will have demonstrated a clear understanding of their organisation's unique value proposition, and have implemented effective branding strategies to communicate this to potential employees.

CATEGORY DESCRIPTIONS

17. **Excellence in Graduate Recruitment and Development**
This category recognises organisations that have demonstrated a commitment to recruiting and developing top graduate talent, resulting in improved organisational performance and success. The winner will have implemented effective recruitment and development strategies, prioritised employee growth and development, and demonstrated a commitment to ongoing learning and innovation.

18. **Excellence in HR Change Management**
This category recognises organisations that have demonstrated excellence in managing change and transformation within their HR function, resulting in improved organisational performance and success. The winner will have implemented effective change management strategies, communicated effectively with employees and stakeholders, and demonstrated a commitment to ongoing improvement and innovation.

19. **Excellence in HR Communication Strategy**
This category recognises organisations that have implemented effective communication strategies within their HR function, resulting in improved employee engagement, productivity, and retention. The winner will have demonstrated a clear understanding of employee needs and preferences, and have implemented initiatives that prioritise effective communication and employee voice.

20. **Excellence in HR Innovation**
This category recognises organisations that have demonstrated a commitment to innovation within their HR function, resulting in improved organisational performance and success. The winner will have implemented effective HR innovation strategies, demonstrated a clear understanding of emerging technologies and trends, and prioritised ongoing learning and development.

21. **Excellence in Hybrid Working**
This category recognises organisations that have implemented effective strategies to support hybrid working, resulting in improved employee satisfaction, productivity, and work-life balance. The winner will have demonstrated a commitment to flexibility and adaptability, implemented effective communication and collaboration tools, and prioritised employee wellbeing and safety.

22. **Excellence in In-House Talent Pipeline Strategy**
This category recognises organisations that have implemented effective strategies to develop and retain talent within their organisation, resulting in improved organisational performance and success. The winner will have demonstrated a commitment to ongoing learning and development, implemented effective talent development strategies, and prioritised employee growth and career progression.

23. **Excellence in Leadership Development**
This category recognises organisations that have demonstrated a commitment to developing and nurturing strong leadership within their organisation, resulting in improved organisational performance and success. The winner will have implemented effective leadership development strategies, prioritised ongoing learning, and development, and demonstrated a commitment to creating a positive and supportive leadership culture.

24. **Excellence in Learning and Development**
This category recognises organisations that have implemented effective learning and development strategies, resulting in improved employee performance, engagement, and retention. The winner will have demonstrated a clear understanding of employee needs and preferences, implemented effective training and development programs, and prioritised ongoing learning and innovation.

25. **Excellence in Mature Workforce Empowerment**
This category recognises organisations that have successfully implemented strategies to support, engage, and empower mature employees in the workforce. The winner will have demonstrated a commitment to fostering an inclusive workplace through initiatives such as skills development, career progression opportunities, age-friendly policies, and workplace adaptability. Entrants must showcase measurable outcomes that highlight their efforts in enhancing the employability, well-being, and contributions of their mature workforce.

26. **Excellence in Performance Management Evolution *NEW***
This category recognises organisations in Singapore that have evolved traditional performance appraisal systems into continuous, skills-focused, and development-driven frameworks aligned with Tripartite principles and business priorities. Entrants should demonstrate how their approach integrates real-time feedback, fair and transparent assessment, and coaching-led conversations to support skills development, career progression, and accountability, while delivering measurable performance outcomes in a future-ready and highly competitive workforce.

27. **Excellence in Progressive Wage Practices**
This category honours organisations that have gone beyond compliance with Singapore's Progressive Wage Model (PWM) to actively uplift lower-wage workers and create sustainable career pathways. The winner will have implemented forward-thinking wage practices, skills development programmes, and employee support initiatives that enhance job stability, career growth, and overall wellbeing. Entrants must demonstrate how their approach has led to tangible improvements in employee satisfaction, productivity, and long-term workforce sustainability.

28. **Excellence in Recovery & Rebound Strategy**
This category recognises HR teams and organisations that have successfully rebounded and recovered from a crisis or unexpected event, and implemented effective strategies to rebuild and thrive in its aftermath. Nominees will have shown an ability to adapt, innovate, and take advantage of opportunities presented by the crisis, resulting in sustained or improved organisational performance, employee engagement, and business success.

    Unlike the Excellence in Crisis Management Planning category, this category places emphasis on how HR teams and organisations successfully recovered and rebuilt following a crisis or unexpected event.

29. **Excellence in Retention Strategy**
This category recognises organisations that have implemented effective retention strategies, resulting in improved employee engagement, productivity, and retention. The winner will have demonstrated a clear understanding of employee needs and preferences, implemented effective retention programs and initiatives, and prioritised employee growth and development.

30. **Excellence in Talent Acquisition**
This category recognises organisations that have implemented effective talent acquisition strategies, resulting in improved recruitment success, employee engagement, and retention. The winner will have demonstrated a clear understanding of their organisation's unique value proposition, implemented effective recruitment strategies and initiatives, and prioritised diversity and inclusion in their hiring practices.

31. **Excellence in Talent Management**
This category recognises organisations that have implemented effective talent management strategies, resulting in improved organisational performance and success. The winner will have demonstrated a commitment to ongoing learning and development, implemented effective talent development programmes, and prioritised employee growth and career progression.

32. Excellence in the Use of Generative AI for HR *NEW*

This category recognises HR teams who have effectively integrated generative AI tools — such as ChatGPT, Microsoft Copilot, Google Gemini, Claude, or similar conversational AI assistants — into their daily workflows to enhance productivity and work quality. The focus is on practical, ground-level enablement rather than large-scale system implementation.

Entries should demonstrate how generative AI has streamlined routine HR tasks, improved content creation and communication, supported faster decision-making, or reduced administrative workload. Judges will look for clear, ethical adoption practices and measurable improvements that show how AI augments human capability in everyday HR operations.

33. Excellence in the Use of HR Tech

This category recognises organisations that have successfully integrated HR technology into their operations, resulting in improved efficiency, productivity, and profitability. The winner will have demonstrated a clear understanding of emerging HR technologies, implemented effective HR tech solutions, and prioritised ongoing innovation and improvement.

34. Excellence in Total Rewards Strategy

This category recognises organisations that have implemented effective total rewards strategies, resulting in improved employee engagement, productivity, and retention. The winner will have demonstrated a clear understanding of employee needs and preferences, implemented effective rewards programmes and initiatives, and prioritised employee growth and development.

35. Excellence in Women Empowerment Strategy

This category honours organisations that have developed and executed comprehensive strategies to empower women in the workplace. The winner will have prioritised gender equality, inclusivity, and diversity, fostering an environment where women are encouraged and supported in advancing their careers, leading to greater representation and opportunities across the organisation.

36. Excellence in Workforce Flexibility

This category recognises organisations that have demonstrated a commitment to promoting flexible working arrangements, resulting in improved employee satisfaction, productivity, and work-life balance. The winner will have implemented effective flexible work policies, demonstrated a commitment to diversity and inclusion, and prioritised employee wellbeing and safety.

37. Excellence in Workforce Mobility

This category recognises organisations that have excelled in overseeing and nurturing employee mobility on a global scale, leading to enhanced organisational performance and triumph. The winner will stand out for their adept deployment of comprehensive international mobility policies, unwavering dedication to continuous learning and development, and a resolute focus on fostering employee growth and facilitating career advancement on the international stage.

38. Excellence in Work-Life Harmony

This category recognises organisations that have implemented effective strategies to support work-life harmony, resulting in improved employee satisfaction, productivity, and wellbeing. The winner will have demonstrated a commitment to flexibility and adaptability, implemented effective work-life balance policies, and prioritised employee wellbeing and safety.

39. Excellence in Workplace Culture

This category recognises organisations that have created and maintained a positive and supportive workplace culture, resulting in improved employee engagement, productivity, and retention. The winner will have demonstrated a commitment to diversity and inclusion, implemented effective communication and collaboration strategies, and prioritised employee wellbeing and development.

CATEGORY DESCRIPTIONS

40. Excellence in Workplace Wellbeing
This category recognises organisations that have demonstrated a commitment to promoting employee wellbeing, resulting in improved employee satisfaction, productivity, and retention. The winner will have implemented effective workplace wellbeing programmes and initiatives, demonstrated a commitment to ongoing learning and development, and prioritised employee safety and health.

41. Best HR Team (MNC / LDC*)
To be eligible for this award, the entrant must demonstrate that their organisation had 1000 employees or more during the eligibility period. Judges will be looking for HR teams that have achieved exceptional results as a unit, and demonstrated high levels of coordinated communication, strategy, execution. and consistency in their overall team performance.

**Large domestic companies*

42. Best HR Team (SME)
In order to be eligible for this category, the entrant must demonstrate that their organisation had fewer than 1000 employees during the eligibility period. Judges will be looking for HR teams that have achieved exceptional results as a unit, and demonstrated high levels of coordinated communication, strategy, execution, and consistency in their overall team performance.



Individual Talent Categories

43. HR Leader of the Year
Pre-requisite: To enter this category, you must have entered at least two (2) other non-talent categories in the HR Excellence Awards.

This award recognises an exceptional HR leader who has demonstrated outstanding leadership and management skills, resulting in improved organisational performance and success. The winner will have demonstrated a commitment to ongoing learning and development, implemented effective HR strategies, and created a positive and supportive workplace culture.

44. HR Manager of the Year
This award recognises an exceptional HR manager who has demonstrated outstanding management skills, resulting in improved employee satisfaction, productivity, and retention. The winner will have implemented effective HR strategies and initiatives, demonstrated a commitment to ongoing learning and development, and created a positive and supportive workplace culture.

45. Most People-Focused CEO
This award recognises the CEO who places employees at the core of their leadership approach. The winner empowers their team by fostering a culture of trust, transparency, and development, encouraging innovation and initiative. With a focus on employee wellbeing and growth, this CEO drives business transformation by creating an environment where employees are motivated to contribute, leading to groundbreaking initiatives and lasting organisational success.

46. Young HR Talent of the Year
This award recognises a young HR professional who has demonstrated outstanding potential and achievement in the field of HR management, resulting in improved organisational performance and success. The winner will have shown a dedication to ongoing learning and development, implemented effective HR strategies, and contributed to creating a positive and supportive workplace culture. Nominees must have no more than five years of experience in the HR industry as of the end of the eligibility period for this award.

Overall – Not For Entry

47. Overall HREA Winner (Not for Entry)
The highest honour, this award will go to the organisation that has performed best across all HREA categories (including Individual and Team categories). A points system will be used to determine the winner, and ties will be decided by judges' percentage scores.

Points System:
- Gold: 4 points
- Silver: 2 points
- Bronze: 1 point

Tie-Breakers:
- **Most Gold:** If total points are tied, the organisation with the highest number of Gold awards wins.
- **Most Silver:** If Gold awards are also tied, the organisation with the highest number of Silver awards wins.
- **Highest Average Score:** If a tie still persists, the organisation with the highest average score percentage (as assigned by the judges across all their winning entries) will win.



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Good luck preparing your entries!

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