

Award for Learning and Development Capability

The Award for Learning and Development Capability recognises excellence in outstanding training and development initiatives that have contributed significantly and strategically to organisational capability outcomes.

Submission Requirements

For this award, applicants have the option to complete a written submission or to create a video submission.

Video Submission

If a video submission is selected, please ensure that all criteria is addressed within the two minute time limit. Videos longer than two minutes will not be accepted. Applicants that submit by video will still be required to fill in their referee contact details and upload their supporting evidence using the online submission form. Videos should be submitted to events@hrinz.org.nz using an online file hosting service such as Dropbox.

Written Submission

All applicants for this Award will be required to include the following information in their application:

Organisation Statement

100 word statement about the organisation in which the initiative has been implemented

- This is a maximum word count
- Should the applicant be selected as finalist in this category, the statement will be used in marketing materials.

Initiative Statement

100 word statement about the initiative

- This is a maximum word count
- Should the applicant be selected as a finalist in this category, the statement will be used in marketing materials.

Awards Statements

The awards statements must clearly address all criteria

- Challenge Statement (500 words maximum)
 - Statement should clearly outline what challenge the organisation was facing.
- Initiative Statement (1000 words maximum)
 - Statement on the initiative/programme/strategy that was introduced to address the challenge.
- Outcomes Statement (500 words maximum)
 - Statement on the outcomes achieved.

Supporting Evidence

Up to 15 single sided pages of evidence supporting the submission statements.

Referee Contact Details

Contact details for the three required referees as specified below.

Referee Statements: If selected as a finalist in this category, the assessment component is the completion of referee statements from the chief executive, non-HR senior executive and an HR senior executive. These three people will be contacted by the judging panel or HRINZ employee to undertake the referee check.

Award for Learning and Development Capability Criteria

Criterion:	Defined as:	Evidenced by:
Clear linkage of the training and development initiative to defined and strategic overall organisational capability outcomes.	The organisation has identified clearly the requirement to have the training and development initiative achieve strategic outcomes.	The impact on the organisational capability and achievement of strategic business goals must be clearly evidenced.
Learning and development strategy or plan.	A physical or electronic strategy document or plan, readily available through the organisation, with clearly defined objectives, steps and desired outcomes.	A visible plan which is shown to be available and actually in use throughout the organisation.
A coherent training needs analysis process.	That process which analyses current and desired organisational people capability and definitely shows and maps the gap or training/development needs resulting.	An implemented training needs analysis process linked clearly to the organisational strategic outcomes. Multi faceted to address different parts, roles, levels and culture within the organisation.
Leading edge and innovative.	An advanced professional approach combined with advanced, original/new methodology based on incorporating new approaches to address the specific outcomes sought by the organisation.	A number and variety of actual examples of innovation and leading edge concepts and/or technology in the design of the initiative.
High level of professionalism shown in the delivery and	A collaborative approach involving multiple staff/contractors across sectors	Staff involved at all levels and right across the organisation.

<p>implementation of the initiative.</p>	<p>and business groups.</p> <p>High quality providers and delivery mechanisms.</p> <p>Evidence of a blended learning approach showing on-the-job, experience, formal, eLearning and workshop approaches.</p>	<p>High quality tools, techniques and delivery mechanisms.</p> <p>Successful blending of different strategies to include a variety of on the job, formal, eLearning, experiential and workshop deployments.</p>
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