

Award for Talent Acquisition/Development and Management

The Award for Talent Acquisition/Development and Management recognizes outstanding initiatives and strategies used within an organization to respond to and address current or future skill shortages.

Recommended for organisations who have taken an integrated approach to recruiting, developing and retaining people in areas where an organization has identified critical skills shortages as a barrier to future business success.

The Award could be suitable for agencies that have assisted their clients to formulate and implement innovative strategies for attracting talent to the organization.

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.

Criteria for the Award for Talent Acquisition/Development and Management:

Criterion:	Defined as:	Evidenced by:
Integration	The initiative or strategy forms part of a focused, branded and organised framework which aligns talent management activities.	Evidence might include an overall talent strategy, succession plans incorporating reference to the various talent development initiatives, internal capability frameworks along with development plans etc.
Senior Leadership Support	The initiative or strategy is driven and/or supported from the top and senior management is involved in the setting of priorities for development initiatives.	Evidence includes statements from the Chief Executive, Board or senior management team supporting the initiative, evidence of their involvement as sponsors, educators, mentors/coaches, participants etc.
Sustained Return on Investment	The initiative is medium to long term in focus and a variety of metrics are used ongoing to demonstrate long term return on investment and impact of initiatives or strategy for participants and their organisation.	Evidence may include metrics/reporting specific to the initiative along with individual assessments and business reporting for corresponding periods to provide linkages. Qualitative statements from participants, peers and other key stakeholders may also be provided.
Innovation	The initiative is based on/incorporates a new approach to addressing the specific challenges the organisation is facing.	Details of how the initiative came about - strategy sessions/minutes/survey/research etc e.g. planning minutes, analysis, research undertaken, early versions of initiatives tabled.
Impact and Outcomes	The programme or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the organisation	Evidence of improvements and outcomes identifiable as resulting from the initiative. Stakeholder surveys conducted pre/post initiative being introduced e.g. climate survey, staff engagement results or other survey relating specifically to the initiative. Budget implications of initiative e.g. metrics to support the results. Reporting on initiative results to

		organisation and/or Board/governing body e.g. Board paper, intranet, staff meetings.
Strategic Business Alignment	The project or initiative is aligned with organisational purpose and addresses strategic or business goals of the organisation.	Evidence of how the programme is aligned to strategic/business goals/organisational purpose, e.g. organisational strategy, specific business goals, project milestones achieved.
Sustainable	The outcomes achieved are sustainable and/or replicable to meet future needs.	Evidence that the initiative is being rolled out in other areas of the organisation e.g. implementation plan/schedule. Plans for ongoing use of the initiative e.g. implementation plan, training, growth strategy. Results of repeated implementation or initiative e.g. changes to policies/procedures/business.
Community	The outcomes of the initiative provide benefit outside of the organisation and can be used to educate others.	Evidence that the initiative or outcomes of the initiative are being shared/used outside of the organisation/across industry e.g. newsletters, training, representation.