

# Christian Dahmen Memorial Award for HR Innovation or Technology

The Christian Dahmen Memorial Award recognises applicants who have introduced a new product, service, HR practice or technology not previously seen in New Zealand or who have taken an existing approach or used an existing product or service in a novel or unique way.

The award also recognises initiatives or strategies which support/create a culture that stimulates and harnesses innovation.

## 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](mailto:events@hrinz.org.nz) using an online file hosting service such as Dropbox.

### Written Submission

All applicants for the Award for HR Innovation 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 material

#### Initiative Statement

- 100 word statement about the initiative/product/service
  - This is a maximum word count
  - Should the applicant be selected as a finalist in this category, the statement will be used in marketing material.

#### 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.

## Christian Dahmen Memorial Award for HR Innovation or Technology Criteria:

Criterion:	Defined as:	Evidenced by:
Leadership and Individual Development	The initiative contributes to the identification and development of creative and leadership skills at all levels of the organisation.	Evidence examples might include - leadership development programmes, use of assessment tools to determine capabilities, opportunities for individual in non-traditional leadership roles to lead innovation projects.
Team Effectiveness	The initiative leads to the development and support of a team with the capacity and capability to be inventive.	Team development exercises, team assessments, cross functional teams.
Organisational Development	The initiative leads to an organisational culture which is open and embracing of innovation.	Recognition of individuals and teams who have introduced innovative ideas, support (budget or otherwise) of development of such ideas.
Innovation	The initiative is based on/incorporates a new and novel approach to addressing the specific challenge 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.
<b>Criterion:</b>	<b>Defined as:</b>	<b>Evidenced by:</b>
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.