

Award for Workforce Experience Programme of the Year

The Award for Workforce Experience Programme of the year recognises excellence in outstanding initiatives that demonstrate significant achievement in the improvement of the workforce engagement culture in an organisation.

This category is recommended for those organisations which demonstrate excellence in initiatives and strategies which actually drive positive workforce engagement – that is, the extent to which employees commit to something or someone in their organisation and how hard they work and how long they stay as a result of that commitment.

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 a finalist in this category, the statement will be used in marketing material.

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 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.

Award for Workforce Experience Programme of the Year Criteria:

Criterion:	Defined as:	Evidenced by:
Engagement opportunities/challenges or project outcomes clearly identified	Clear strategic definition of the gains to be made/obstacles to be overcome by the engagement programme.	A defining document, executive/board paper or presentation that strategically shows the engagement journey the organisation embarked on, why and what outcomes/targets were stipulated.
Approved programme plan	A board or executive approved top-level plan which specifically addresses the business opportunities and challenges to be resolved.	The plan itself which may also include any questionnaire/feedback mechanisms used why this approach was taken and what measures/metrics and other tools were to be used in the process to show their progress towards the anticipated outcomes.
Track record of successful implementation programme	A collation of data metrics, measurement and other materials that clearly show the lifecycle of the programme/project and evidence of the actual impact of the programme.	Evidence of a programme plan, stakeholder sign-off and involvement, integration of the programme into the business/organisation.
Involvement of the workforce, at all levels.	The inclusion of the opinion, inputs, views and challenges of employees into the programme to ensure both buy-in by all stakeholders and a sustained commitment to the objectives and outcomes of the programme.	Evidence of a range of consultation and engagement mechanisms being effectively deployed into the workforce. Evidence of impact at an extensive and impactful level from stakeholders at all levels and from all parts of the organisation including C-suite, front-line workers/operations and middle as well as front line management/team leadership. Data gathered from these mechanisms, surveys or data collection methodologies.
A collaborative and employee centred approach.	Bearing in mind the normal desired outcomes of employee engagement programmes this refers to the involvement,	Evidence of the programme being driven by employee input and also evidence of strong collaboration between leadership and the

	inclusion and enthusiastic take-up of the workforce as opposed to an imposed or instructed programme.	workforce. Survey, data, anecdotal and also case study based will all be useful source evidence.
A positive, quantifiable level of results/outcomes and business impacts.	Outcomes which show major and positive shifts in the engagement culture of the organisation.	Evidence contained in engagement survey results, achievement of target levels, increased talent retention and attraction and quality/speed of hire. Positive statements from workers/workers representatives about the programme. Changes in data, anecdotal in other evidence areas such as absenteeism, innovation, collaboration, productivity, well-being, safety, development, behavioural patterns and culture, customer service levels, customer satisfaction, customer loyalty, quality, growth and profit.
Return on investment	The benefit to the investing organisation resulting from the investment of resource into the engagement programme	Evidence financial, data and circumstantial in nature.