



# Nomination Form

Celebrate your innovative achievements • Showcase your organisation and development programmes •  
Let us know about an unsung HR&D hero • Get recognised for your quality and achievements.

The North East of England Branch of the Chartered Institute of Personnel and Development, in association with The Journal & Nigel Wright Recruitment, is looking for the cream of the North East's HR and Development professionals and companies. We have a wide variety of categories available – and best of all, its completely free to enter!

All nominations will go in front of a prestigious judging panel and the short-listed contenders will be invited to a glitzy awards dinner at the Hilton Newcastle Gateshead on Thursday, 3rd May 2012.

**So, lets celebrate the often un-noticed sterling work being carried out by HR&D professionals and companies in our region – get nominating!**

Nominee:

Name / Organisation: \_\_\_\_\_

Tel No: \_\_\_\_\_

Email: \_\_\_\_\_

Your details:

Name / Organisation: \_\_\_\_\_

Tel No: \_\_\_\_\_

Email: \_\_\_\_\_

**Award Category:** *(please tick as appropriate)*

**Excellence in Developing People Award**

**Innovation in Social Media or Technology Award**

**Diversity & Inclusion in the Workplace Award**

**HR&D Team of the Year Award**

**Engagement & Well-being Award**

**Change Management Project of the Year Award**

**Talent Attraction & Management Award**

**SME Excellence in HR&D Award**

**Reasons for Nomination:** *(required information to be attached on a separate document)*

**Company's activities and background** (max 250 words)

**What activity has taken place?** (max 1000 words)

**Why was this needed?** (max 500 words)

**How has this activity added value/been successful?** (include any statistical data, max 500 words)

**Additional supporting information** (max 250 words)

**Please submit this form and additional information by Monday 19th March 2012**

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[www.journallive.co.uk/cipdawards](http://www.journallive.co.uk/cipdawards)

in association with:



# AWARD CATEGORY CRITERIA

## **Excellence in Developing People Award**

This award looks for training and development strategies or activities that have delivered major business or organisation benefits. It will look favourably at new approaches created by the organisation and entries should show evidence of improved performance and enhanced employee skills and capabilities. The ability to show how the initiative has helped employees achieve key organisational objectives would be most welcome. The judges will look for structured design and well delivered initiatives which have made a clear impact.

## **Innovation in Social Media or Technology Award**

This category recognises all types of innovation across the spectrum of HR&D. Organisations who have designed or delivered technology or a new approach to a standard problem and achieved major business improvements are encouraged to apply. Judges will be looking for something that is original and effective which may be IT orientated or an innovative approach to a business opportunity. Previous entries have included development of e-learning, computerised safety / HR & payroll systems and competency models.

## **Diversity & Inclusion in the Workplace Award**

This award is for organisations who can demonstrate how they value and have developed equality and/or a diverse workforce. Entrants will need to demonstrate how initiatives have engaged employees and delivered positive results. Areas may include equality, flexible working, training and development, recruitment and retention.

## **HR&D Team of the Year Award**

This is a new award that recognises the impact a team has had on the organisation. This may involve new initiatives as well as recognising the professional approach the team have taken to move the organisation forward. The team will be able to demonstrate how it has created either a new culture or ensured a business has survived in difficulty situations.

## **Engagement & Well-being Award**

This award recognises the efforts the organisation has made to look after their people in order to achieve the goals and objectives. Both well-being and engagement can be applied as separate entries. Entrants will need to demonstrate how their approach has offered a major impact on either the people at work or the organisation.

## **Change Management Project of the Year Award**

This award considers how a change initiative or project has altered an organisation. You will need to demonstrate why the project was required and how it was planned. This needs to consider the process and people side of the change. Finally the impact of the project and how it was measured and maintained need to be described.

## **Talent Attraction & Management Award**

Most organisations recognise that key talent needs to be identified and nurtured to enable the future growth and maintenance of the culture and results. You need to demonstrate how you ensure your talent pool is managed to give a major impact on the organisation. You need to show how you attract and retain talent to ensure results are delivered.

## **SME Excellence in HR&D Award**

This new category opens up the Awards to organisations of less than 250 employees. They may not have a full time HR presence, but they can show how they have utilised and created best practice in dealing with their workforce to achieve results. You may use examples of how HR has made a contribution to organisation development, change or a one off project. The entry must clearly demonstrate why they did what they did and outline the benefits and how they were measured. This is a great opportunity to showcase activities you have taken great pride in the delivery. It is open to consultants who have assisted with such delivery or have developed their business against clear objectives.