

The CIPD HR Awards in Ireland 2024



CIPD HR Awards in Ireland 2024

Recognising excellence in people development

Open for entries!

Are you ready to enter the most prestigious HR awards in Ireland? This is your opportunity to identify and be recognised for your best work and impact.

CIPD, the professional body for the people profession, supports you to champion better work and working lives. In the face of economic uncertainty, the profession has shown great leadership and is shaping the future of work.

Our Awards are designed to recognise the impact of the people profession in addressing the trends in a people-centric way and to showcase this excellent work.

With our robust judging process, the recipients of our awards are noted among their peers as having achieved the top tier of excellence within their field.

Read through this comprehensive document and identify which category best applies to your organisation at this time and see how you can demonstrate the valuable contribution and impact you and your team have made as we work together to champion better work and working lives.

Closing date for receipt of entries is Friday 20 October 2023.

If you have any queries, please contact the CIPD Ireland Awards team on awards@cipd.ie

Best of luck with your entry!

The CIPD Ireland team

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Rules of entry

- Your total entry (not including the organisation details) cannot exceed **1,950** words for the team awards and **1,700** for the individual awards, this is an increase since last year. Each question must be completed online and has an individual wordcount. You will not be able to proceed if you exceed this.

Please note: This word count includes links to additional information on company websites. The information provided via links is not included in the overall wordcount and judges may not view this additional information.

- Consultants and other service providers may jointly enter with client organisations. All entries must be signed off by an appropriate person within the client organisation.
- You may apply for more than one category, **but any entry must not replicate another, and must provide new information specific to that category**, i.e., similar or identical information cannot be used to enter multiple categories. You may not be a finalist in more than three categories, and CIPD Ireland will contact entrants to discuss if appropriate. Previous winners may not present their winning entry as a basis for subsequent award entries.
- The entry must be finalised. If the entry is not completed correctly, it may be deemed to be an invalid entry. Entries at draft stage and late entries will not be considered valid entries.
- At the end of the submission process, you will be asked to confirm your entry and permission for CIPD Ireland to use the information and share with the judges. If you do not confirm your entry, it will be deemed 'incomplete' and will not be part of the judging process.
- The decision of the judges is final, and no further correspondence will be entered into.
- CIPD Ireland and the judging panel reserves the right to confirm the accuracy of the information provided.
- Entrants agree to co-operate with CIPD Ireland who may wish to publicise entries through the use of social media, case studies, specific media articles and events. Commercial sensitivity will always be respected.
- Where a conflict of interest may arise with suppliers / contractors to CIPD Ireland, such applications will be pre-assessed prior to the judging process.



2024 HR Award categories

Each year the categories of the CIPD Ireland HR Awards are designed to reflect the areas core to the work of the people profession, as well as current trends affecting what we do.

For 2024 we have revisited several categories to reflect the challenges being faced to ensure ways of working are fit for the future. In particular, we have repositioned and retitled the awards for **Elevating the employee experience**, **Digital leadership**, and **Sustainability and change management**, to take account of the increased focus that is going on in the employee experience, technological advancements and sustainability arena.

Please read all category definitions carefully and select the category that best reflects your work and where you can provide appropriate evidence. Study the **Rules** alongside these guidelines carefully to understand all our requirements.

We strongly encourage entries to reflect the CIPD [principles](#) by demonstrating that work matters, people matter and professionalism matters.

Don't forget that the [Profession Map](#) sits at the core of our profession and our Awards are a way in which you can reinforce our professional values of being [evidence-based](#) and [outcomes-driven](#).



Digital leadership



This award celebrates teams that are leading the use of technology, analytics and AI to enhance future ways of working and the employee experience by improving people management, HR practices and the use of evidence-based insights. There will be evidence of integrating appropriate technology, AI, HR digital transformation and digital advancements into the organisation and people management practices, promoting a harmonious balance between human interactions and technology.

Entrants will have embraced advancements in technology to reimagine people management, drive the employee experience, and create a work environment where people can thrive in the digital age. Examples could be the use of cloud computing, HR analytics, talent acquisition, e-learning, automation of manual processes, use of AI, etc. that have delivered improved talent management, learning and development, reward, and/or other people management practices. Leadership could also be demonstrated by being a strategic driver of digital transformation across the organisation, building a people-centred digital culture and developing digital capability.

Successful entries will demonstrate a positive organisational impact as a result of leveraging technology to deliver an increase in value-add activities, cost savings, flexibility and agile working, and/or improved retention, performance and productivity metrics. Insights into how your team's leadership and strategies have contributed to maintaining a people-centric focus amid technological advancements could be shared.



Diversity champion



This award celebrates an advocate who is championing action to improve the working experience, representation and engagement of underrepresented group/s and removing barriers in employment, all whilst serving as an inspiration to others. The champion will be able to demonstrate how they have led positive and innovative interventions to enable talented employees to realise their full potential as well as tackling bias. Judges will be looking for actions such as policy setting, hiring strategies, employee development and voice, community support, network creation, etc.

Nominations can be made by the individual's peers or colleagues. The nominee may be working within an organisation and be able to demonstrate how they have shown leadership to build a more inclusive and fairer workplace, contributing to developing a culture that allows talented people to succeed, regardless of personal characteristics or background, and they may have increased access and championed an underrepresented group.

Alternatively, the person being nominated may be acting as an advocate working to change policy and practices across many organisations to improve access and the employment experience of underrepresented groups. They will be able to demonstrate the impact of their activities to remove barriers, minimise discrimination and increase representation.



Elevating the employee experience



This award recognises organisations that have focussed on improving the employee experience. Entrants will have developed a culture of trust and empowerment that seeks to personalise the employee experience and builds engagement and commitment in working towards the success of the business.

This empowering culture will be part of what the organisation values, and will be embedded in how it communicates, innovates, and operates on a day-to-day basis. Proactive measures, along with the employee voice and robust support for line managers, will be central to making an inclusive workplace where employees feel valued, grow through development, and thrive.

Entrants will be able to show the impact of HR initiatives centred around employee empowerment, development and retention, demonstrating how they listen to people at each stage of the employee lifecycle and create personalised experiences.

Evidence provided should show how the culture and a shared leadership style has had a positive impact on the performance of the organisation, as well as on the employee experience, and how gains made in this area are being sustained.



Embedding a culture of workplace wellbeing



This award recognises organisations which place employee wellbeing centre stage and have embedded a strong culture of workplace wellbeing. Successful entries will demonstrate an understanding of the holistic nature of employee health and wellbeing.

Entrants will show how leadership, culture and people management capability and practices are supportive of employees' overall wellbeing at work, including mental wellbeing. As well as taking account of challenges of remote / hybrid working where applicable, entrants will provide clear evidence of how their approach has had a positive impact on employee wellbeing and demonstrable improvements in employee engagement and performance.

Entries should also include how their approach is being embedded to support a sustainable workforce for the future.



Embracing new ways of working



This award recognises organisations of any size that can demonstrate how they are excelling in their support for their people and managers in embedding new ways of working. Organisations will have invested in their approach to flexible, remote and hybrid working for the future, and created innovative and progressive solutions to support employees and managers, empowering them to embrace new ways of working, while meeting the needs of their organisation.

Entrants will showcase how their people strategy is delivering flexible future-focussed ways of working, aligning culture and processes to provide choice in terms of how, when, and where work can be done. Entrants will be able to demonstrate how they adopted an employee-centric approach, embedded collaborative working and the appropriate leadership style to meet the emerging challenges.

As well as pioneering change, finalists will have demonstrated an appreciation of factors such as the impact of always-on technology on employee wellbeing and mental health. They will be able to demonstrate a proven track record of how the new approaches are measured and developed over time, redefining the notion of flexibility for the future.



Equality, diversity and inclusion



This award recognises organisations that are moving the equality, diversity and inclusion agenda forward and making change happen. Entries will show how they are breaking new ground, overcoming resistance and will be able to demonstrate how this has benefitted employees and the business.

Entrants will address challenges in the workplace, including the importance of inclusion as a foundation for future-focussed ways of working and how they are dealing with the impact on under-represented groups. Entrants should consider how they have achieved fairness and impartiality in relation to reward, flexible working, access to promotion and learning and development.

Entrants will show how they gained leadership commitment, built inclusive policies and practices, challenged inequalities, barriers and biases, and created avenues for employee voice to be heard and harnessed.

Entrants will show how the HR team's role has been pivotal in driving and embedding equality, diversity and inclusion into the fabric of their organisation and how they have leveraged data and metrics to monitor progress and make data-driven decisions that positively impact the business in a sustainable manner.



Excellence in HR consulting / strategic partnerships



The award for a HR consultancy / strategy partnership will celebrate HR consultancy projects that creatively address challenges with people-centric solutions. Recognising expertise and impact, entrants will show how they excelled in creating positive solutions to strategic people-related initiatives, resolving specific organisational issues.

Entries will demonstrate the purpose of the project, details of the solution, measurable results and successes that reflect improved metrics and performance in the organisation. The consultancy project will have a people-centric focus and will show an impact on metrics such as engagement, performance, retention and employee wellbeing.

Consultants / consultancies are invited to nominate projects with specific clients but must have the consent of their client before submitting an entry. Additionally, organisations can nominate consultants/ consultancies who have positively impacted the business.



HR leadership in SMEs (less than 150 employees)



This award recognises small and medium organisations (SMEs) with less than 150 employees that may be working on survival and / or forging ahead in terms of growth, using the resources within their means to achieve the best for the people and the business.

Entries are likely to show how agility, leadership and the capabilities of people professionals, along with the skills and initiative of managers and employees, can help to achieve strong results.

This award will recognise the use of creativity, innovation, and appropriate solutions to address people management issues. Entrants in this category will demonstrate relevant HR policies and good practice, while recognising the need to be agile and adapt to the organisation's context. Entrants should show how people management is being embedded within the organisation and how it is sustaining the business model and improving the customer / employee experience.



Learning and development



This award seeks to recognise organisations that demonstrate strong links between achieving business goals and executing learning and development strategies that boost employee and leadership skills and improve performance.

Successful entries will demonstrate building a culture that embraces learning and development, coaching, managing performance, innovative approaches to change, as well as encouraging feedback and openness on development needs.

Entrants are encouraged to show how their approach has taken, not only current business needs into consideration, but also skills gaps critical to future business success, as well as the employee experience and voice. Entries will provide a clear description of the business objectives that prompted the learning and development needs, how their approach was developed and rolled out, and explain how effectiveness was measured.



People team of the year



This award will recognise HR / L&D teams that have worked together to demonstrate excellence in HR leadership, partnering across the organisation to deliver value through people interventions that sustain and achieve business success.

Entries will need to demonstrate how the team collaborated, supported, and developed team members, while working across the business, and achieving results through the effective workings of the team.

Entrants will show how they aligned to the overall objectives of the organisation and will highlight their innovative and unique approaches to providing sustainable solutions that contribute to the success of the organisation. By working together and engaging with the business, this people team will be able to demonstrate a positive impact on employees and business performance.



Rising star of the people profession



This award recognises early career individuals who have set themselves apart in their journey as a people professional by having a meaningful impact in their workplace. Nominations can be made by the individual's manager, colleagues, mentor, coach, or someone who has experienced the positive impact of the work of this person. Nominees should be less than 5 years' operating in the people profession.

The nomination must show evidence of the impact of the individual's work in terms of its practical application within the organisation. This evidence may encompass projects, initiatives, and instances in which they have excelled, and may include metrics that show cost savings, revenue generation, improved customer and employee experience, research or addressing a social concern.



Sustainability and change management



This award recognises the delivery of improved business performance by implementing a programme of change and / or organisational development that also embeds a culture of sustainability.

Successful entries will demonstrate how concern for the environment and people drove the business strategy and change programme objectives, and has resulted in increased organisational performance, development of the culture, improved sustainability metrics, and an enhanced employee experience.

Entries should articulate HR's contribution and role in the change programme, from making the business case, designing the approach, embedding the change programme, building cross functional collaboration, mitigating negative outcomes, measuring the impact, as well as identifying future change requirements and how they will sustain success. Evidence of success is likely to include how it has also benefited the environment, the employees and the community.



Talent management



This award recognises effective people-centred talent management across the employee lifecycle. Entrants are likely to be working towards a strategic workforce plan and talent pipeline that takes account of the organisation's future workforce needs.

Successful entries will show how they have implemented new and diverse approaches to recruitment, development, reward and retention in order to attract and build the capability required for the future. People's needs will have been central to decisions on job design, resource planning and where technology can augment tasks.

Entrants should demonstrate how they ensured that supportive measures and upskilling were embedded in their processes and culture, while presenting an authentic employer value proposition.

Entrants are encouraged to show evidence of how their workforce and talent management approach has improved the employee experience, met or exceeded business objectives, supported organisational agility and the impact it is having on meeting future skills requirements and business objectives.

Key dates for your diary...

Launch of the CIPD HR Awards in Ireland 2024	Wednesday 30 August 2023 12:00 (online)
Closing date for entries	Friday, 20 October 2023 23:59
Finalists are announced	Thursday, 30 November 2023 15:30 (online)
Finalists briefing	Thursday, 07 December 2023 09:00 (online)
Finalists present to judging panel	Tuesday, 17 January 2024 Wednesday, 18 January 2024 (online)
CIPD HR Awards in Ireland 2024 ceremony	Friday 23 February 2024 12:00 (in person) The Round Room at the Mansion House, Dublin 2.

The application process

Submitting your entry online

- We advise you to read this entire 2024 awards entry information pack before you start your application online.
- Entries must be completed using our online application platform Submit: <https://cipd.submit.com/>
- While [Submit](#) is supported by other browsers, **Chrome** is the recommended browser for the best user experience.
- You will be asked to register and create your unique logon on [Submit](#) before you begin to enter a category.
- You can start your application, save and return to complete at a later stage. You will be able to download and print your application as you go and will receive a copy with the email confirming your completed submission.
- The name of the entering organisation will always be used as the name referred to in all announcements and marketing communications, unless instructed otherwise.
- Watch out for the word count, each individual question has a word limit. Submit will not let you exceed the word count per question. (*See pages 25 - 28 for details*).
- There is a different entry form for the nominations of the Diversity champion and Rising star of the people profession categories.
- Attachments should be used to provide information such as a table or graphic to support your application. However, there is no guarantee that judges will study these.
- At the end of the submission process, you will be asked to confirm your entry and permission for CIPD Ireland to use the information. If you do not confirm your entry it will be deemed 'incomplete' and cannot be accessed by the judges.

Entry timelines

- All entries must be completed and fully submitted by **23:59, Friday 20 October 2023**.
- Finalists in each category will be announced and communicated on **Thursday, 30 November 2023 at 15.30**. An online briefing for finalists will take place on **Thursday 07 December 2023 at 09:00**.
- Finalists are required to make a short presentation to the judging panel on either **17 or 18 January 2024** in a virtual judging process. Each finalist will be required to use their own computer to present to the virtual judging panel. Any presentation or video will be required to be sent to CIPD Ireland in advance of the judging day.
- Winners will be announced at the exciting afternoon awards ceremony on **23 February 2024** in the Round Room of the Mansion House.

Communication and marketing

- The organisation / individual nominated name provided will always be the name used in all announcements, CIPD websites and marketing communications, unless instructed otherwise.
- Entrants agree to co-operate with CIPD Ireland who may wish to publicise entries through the use of social media, case studies, specific media articles and events. Commercial sensitivity will always be respected.
- CIPD Ireland and sponsoring organisations may use photographs / video of the awards ceremony and winners as appropriate. Delegates attending the ceremony may contact us in advance to let us know where such permission is not granted.
- You can review previous [winning entries](#). Please note, while these videos do not provide the full picture of the impact of each intervention, they may inspire you as you prepare your entry.

Hints and tips for your entry

As you prepare your entry keep in mind the following guidance, hints and tips.

CIPD professional values and principles

- The [Profession Map](#) sits at the core of our profession and your entry are a way in which you can reinforce our professional values of being [evidence-based](#) and [outcomes-driven](#).
- We are encouraging applicants to demonstrate how their entry embodies one or more of the [CIPD professional principles](#) that work matters, people matter, and professionalism matters.
- Judges will give credit for solid examples provided.

Clearly describe the business need

- Make sure that you clearly indicate the business transformation or change undertaken, setting out the role of the people team and the business need that was being addressed.
- You should ask yourself these questions:
 - What was the intended outcome and how was HR central to that?
 - What was the specific thinking driving the HR effort
 - How did that effort lead to a positive outcome?
- Remember, a great HR idea, initiative or project that isn't firmly embedded in the needs of the organisation or brought to life in your entry may not stand out amongst others, no matter how brilliant!

Show evidence of delivery and achievement

- The judging process is designed around being able to clearly identify measurable results and outcomes as a result of the specific actions taken by the people profession and those who collaborated with the activities.
- Entrants are asked to clearly indicate where their journey started and where they got to as a result of taking a decisive and distinctive approach. So, quantify your outcomes, using appropriate metrics relevant to the business when and where possible!
- Entrants at the early stage of an intervention may not be successful if they struggle to demonstrate impact. More time may be necessary to build up your evidence before entering the Awards.

Explain the people aspects of the project or initiative

- Set out the specific human resource and people management actions that were taken throughout the change or transformation delivered.
- Outline how you achieved support for the project / initiative amongst employees and senior managers.
- Tell us about any cross functional collaboration that was required within the organisation.
- Good entries often have interesting / innovative communication strategies that clearly get the message across to all stakeholders. Which communications methods worked best for your organisation?
- Explain how you intend to build on these efforts in the future

Show the distinctiveness of your approach

- Explain what is unique or innovative about your entry.
- What was the scale and complexity of the challenge(s) that had to be overcome?
- Make sure to tell us how the sustainable approach taken will support the organisation in the future.
- Identify how the approach evolved the culture of the organisation to ensure sustainable competitive advantage, engagement and people development.

Feedback from judges in previous years

- Keep the responses straightforward and jargon light. Use as few internal acronyms as possible!
- Strong entries have a clear format and structure to their answers.
- The judges will be looking for evidence of the outcomes achieved.
- Sounds obvious, but make sure to answer the question that's asked and not the one that you wish had been asked!
- Make sure you are entering the right category for your initiative/project.
- Successful entries reflect the criteria of the award category. We encourage entrants to fully understand the award criteria for the category that they are entering and make sure that this criterion comes across in the entry and presentations.
- Entries that contain innovative HR practices, that were firmly embedded in the needs of the organisation and had relevant quantifiable business and employee outcomes impress the judges. Avoid focusing **solely** on metrics that are **not** directly linked to the business.
- The judges were impressed with entries that clearly indicated where their journey started and where they got to as a result of taking a decisive and distinctive approach. For some entries it was too soon in the journey for any insights to be available. So, ensure you can show the impact in your organisation.
- Successful entries demonstrated how the sustainable approach taken would support the organisation in the future and how the approach evolved the culture of the organisation to ensure performance, engagement and people development.

Category entry questions

Below are the questions that you will be asked when completing your entry. To submit an entry, you will have to first register on <https://cipd.submit.com/>

Each of the entry questions has a maximum word count (as outlined below). You are required to keep within these limits.

Please note the Diversity champion and Rising star of the people profession categories have different questions, on the following pages.

Entry details:

Entry title - the title that you have given your entry

Organisation name - this will be used as provided in all aspects of the competition

Business Sector -

Organisation overview - Business aims and context, main products / services

Number of employees -

Contact details - Name of main point of contact within the organisation, including position / role, email, phone number

Entry questions:

- a) Briefly describe your entry. (100 words)
- b) Outline the aims and objectives that you set out to achieve. Include relevant timeframes. (200 words)
- c) Please show how the aims and objectives align with overall business objectives. (200 words)
- d) How did you organise your work? Indicate the key roles and responsibilities of those involved, and any supports from stakeholders. (200 words)
- e) Outline the specific actions that were taken. (300 words)
- f) What was innovative about this approach / initiative? (200 words)
- g) Identify and quantify the specific business outcomes achieved. Provide details of the relevant metrics and outcomes. (300 words)
- h) What challenges or barriers did you encounter? How did you overcome them? (200 words)

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- i) Summarise the learnings from what has been achieved as a result of this activity. How will these learnings inform future HR activity within the organisation? (200 words)
- j) Any final comments? (50 words)
- k) Are you a member of CIPD?

Supporting evidence:

Attachments can be used to add an image or table to support your application, but we do not guarantee that this will be read by the judges.

At the end of the application process, you will be required to confirm your acceptance of the rules of entry and certify that the information provided on the entry form is true and accurate.

Don't forget to demonstrate how the entry embodies the [CIPD professional principles](#) that work matters, people matter, and professionalism matters!

Diversity champion and Rising star entry questions

Please see the Diversity champion and Rising star of the people profession entry questions below.

To submit an entry for these categories you will have to first register on <https://cipd.submit.com/>

Each of the entry questions has a maximum number of words (as outlined below).

You are required to keep to within these limits.

Nomination details:

Entry title - the title that you have given your entry

Name of individual being nominated - this will be used as provided in all aspects of the competition

Business Sector -

Organisation overview - Business aims and context, main products / services

Number of employees -

Nominator details - including position / role, pronouns, email, phone number

Nomination questions:

- a) Briefly describe the entry and the context around this nomination. (200 words)
- b) Explain why you have nominated this individual. (200 words)
- c) Briefly describe the initiative, project, activity, that stood out. (300 words)
- d) Please describe the specific knowledge, skills, behaviour, leadership that this individual has exhibited in carrying out their work. (200 words)
- e) Please explain the impact of the individual's work in terms of its practical application, impact, innovation, research or addressing a social concern. (200 words)
- f) How did the individual achieve results? - indicate how the individual drew / won support from others. (200 words)
- g) What challenges or barriers did the individual encounter? How were they overcome? (200 words)
- h) What makes this worthwhile and in what ways has it added value or been recognised? (100 words)

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- i) Any final comments? (100 words)
- j) I confirm that the individual has consented to be nominated for this award (Yes/No)
- k) Are you a member of CIPD?

Supporting evidence:

Attachments can be used to add an image or table to support your application, but we do not guarantee that this will be read by the judges.

At the end of the application process, you will be required to confirm your acceptance of the rules of entry and certify that the information provided on this entry form is true and accurate.

Don't forget to demonstrate how the entry embodies the [CIPD professional principles](#) that work matters, people matter, and professionalism matters!

GOOD LUCK! :)