

Human Resources Excellence Criteria

Category: Best Talent Acquisition Program

Description: This category honors the most innovative and effective new or updated talent acquisition programs, initiatives, or strategies that have significantly enhanced an organization's hiring efforts. The winning program will demonstrate a comprehensive and forward-thinking approach to sourcing, attracting, and retaining top talent, while addressing key organizational hiring needs.

Talent acquisition programs entered can include but are not limited to new projects or programs, one-off projects in specific areas, or any other related efforts. Entries should demonstrate the effectiveness of submitted programs.

Criteria:

1. Clear Understanding of the Program's Thought Process, Strategy, and Execution
 - a. Demonstrates a comprehensive understanding of the program's development, planning, and implementation processes,
 - b. Demonstrates the program's originality and creativity, showcasing new approaches, methods, or ideas that distinguish it from others in the field.
2. Effectiveness of the Approach
 - a. Demonstrates the effectiveness of the program through a variety of supporting materials, including but not limited to: program materials, program delivery methods, visual content (images and videos), and any other additional supporting documentation
3. Evidence of Program Success
 - a. Provides evidence of the program's success through measurable outcomes, including but not limited to: relevant metrics, return on investment (ROI), testimonials and case studies, and any other supporting evidence
4. Program Results
 - a. Demonstrates the impact of the program on key outcomes, such as: retention rates, employee satisfaction, organizational productivity, any other forms of accountability and measurable impact





Application Materials:

- Company logo and signature image
- Preparedness to answer questions overviewing and outlining your program
- Program materials, written and visual
- Supporting written and visual documentation
- Preparedness to answer questions about your program's success and impact
- Supporting materials proving your programs success and impact





Category: Best Training Program

Description: This category honors new or updated training programs and initiatives that demonstrate innovation in enhancing employee skills, knowledge, and professional development. The winning program will showcase a forward-thinking approach to learning, incorporating cutting-edge techniques, technologies, and strategies that drive employee growth and contribute to organizational success.

Training programs may include, but are not limited to: manager-in-training, internships and early career development, internal promotion and career advancement, personalized learning paths, cross-functional or departmental training, leadership development initiatives, micro-learning or on-the-job training annual/seasonal training.

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2. Effectiveness of the Approach
 - a. Demonstrates the effectiveness of the program through a variety of supporting materials, including but not limited to: program materials, program delivery methods, visual content (images and videos), and any other additional supporting documentation
3. Evidence of Program Success
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Category: Best Health & Wellness Program

Description: This category honors new or updated programs within an organization that have made significant strides in improving and supporting employee health and wellness. The winning program will demonstrate a holistic approach to promoting physical, mental, and emotional well-being, contributing to a healthier, more engaged workforce.

Programs may include, but are not limited to: mental and/or physical health focused benefits or programs, medical benefits plans, employee assistance programs, work/life balance programs, bereavement benefits, any other related efforts designed to support employee health and wellness.

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Category: Best Reward, Recognition, or Retention Program

Description: This category honors new or updated rewards and recognition programs within an organization that improve and strengthen employee engagement, productivity, and retention. This category honors new or updated rewards and recognition programs that have a positive impact on employee engagement, productivity, and retention. The winning program will demonstrate an innovative and meaningful approach to acknowledging and celebrating employee achievements, fostering a culture of recognition, and motivating employees to perform at their best.

Programs may include, but are not limited to: ongoing recognition programs (daily, monthly, quarterly, etc.), employee recognition platforms, employee milestone celebrations, non-monetary recognition, annual awards ceremonies, compensation analysis (may include organizational restructure and title updates), any other related efforts designed to further employee engagement and improve retention.

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