



## **ORGANISATION DEVELOPMENT AND LEADERSHIP AWARD 2017**

The Award recognizes Companies which are pro human resources, recognising human resources as an important function of the Company, and has involved human resources in people development initiatives as well as organisations design and development initiatives.

The following requirements must be complied with to ensure eligibility for the award.

1. The organisation has to be nominated by the Chief Executive Officer/Managing Director of the organisation.
2. The eligibility period for this award is 1 January, 2016 to 31 December, 2016.
3. FHRI Executive Committee members' organisations are eligible for this nomination.
4. The nomination will only be considered if the Chief Executive Officer/Managing Director has signed on the application.
5. The nomination will be assessed in accordance to the criteria described on the following pages.
6. The Fiji Human Resource Institute will appoint a panel to assess the nominations and their decision will be final. During the assessment all information provided may be verified by the assessors through the person nominating or any other means deemed fit by the assessors.
7. Two hard copies of submission forms have to reach our office before 4pm on Tuesday 18 April, 2017. For further information contact Sonam Chand on Ph. 3310874/9993444.

We encourage you to align your application as best as possible to the criteria we have provided in the next page. However, we do consider each application on a case by case basis and may further assess your application by way of interviews, reference checks, etc, where we need to obtain further information from you.



<b><u>Criterion</u></b>	<b><u>Defined As</u></b>	<b><u>Suggested Evidence (Egs)</u></b>
<b><i>The Organisation and its Employees</i></b>	This is a pro HR Company which sees employees as assets. The HR function of the business is placed in a strategic area in order to achieve HR best practice in the organisation.	Description of the organisation, The organisation structure, HR Strategic Plans, Corporate Programmes, statements from CEO, Senior Executives and possibly other staff on how they view the HR function of the business.
<b><i>Innovation</i></b>	Describe a challenge that was significantly impacting the organisation and an initiative or new approach which was developed and driven throughout the Company to address this challenge.	A detailed evidence based description about the challenge the organisation was facing, and the initiatives which were driven across the business.
<b><i>Strategic business alignment and Integration</i></b>	The program or initiative is aligned with the organizational purpose and addresses strategic or business goals of the organization. The initiative has become incorporated/embedded into the business culture itself, resulting in desired outcomes.	The initiative is linked to the organisation strategy, Company values, policies, strategic plans, business plans, etc, which propels this drive across the business. (Implementation and deployment of the business strategies).
<b><i>Senior Leadership Support</i></b>	The initiative is supported by the senior position holders in driving the initiatives forward	Statements as well as demonstrated evidence (such as departmental focuses, etc) from the Board, CEO, Senior Executives of the Organisation to drive this initiative.
<b><i>Outcomes &amp; impact</i></b>	The program or initiative has addressed the challenge as well as achieved the desired outcomes and/or positively impacted on the business.	Demonstrated evidence by way of survey/studies/observations regarding desired outcomes being achieved.



<b><u>Criterion (desirable)</u></b>	<b><u>Definition</u></b>	<b><u>Suggested Evidence (Egs)</u></b>
<b><i>Organisational Culture</i></b>	The initiative has been embedded into the culture of the organisation	Evidence could include statements from different levels of individuals within the organisation about this initiative, how this has impacted them and became a way of life in the organisation.
<b><i>Community (Desirable)</i></b>	The outcomes of the initiative provides benefit outside of the organization and can be used to educate others	Evidence of stakeholders outside the business benefiting or being involved in this initiative, such as corporate programmes, employees being engaged to use their learning to engage with communities, etc.

Please note the panel members may visit your organisation to obtain further information/clarification.