



UK EMPLOYEE EXPERIENCE AWARDS '18

Please contact **Gary Crossan** on 020 7193 0607 or gary.crossan@awardsinternational.eu if you have any queries.

Categories – making a choice

The categories

There are 19 categories divided into 7 discipline categories, 8 future of employment and 4 leadership in employee experience categories (see next page).

The categories are divided into 3 sections:

- Discipline specific – you would be judged against companies who have carried out similar initiatives
- Future employment – you would be judged against companies who have carried out similar initiatives
- Leadership in employee experience - you would be judged against either individuals and/ or teams

The scoring criteria for all 19 categories are the same - although the content of entries will need to be amended to fit the context of the category(ies) entered e.g. to tell the story from an organisation, team or individual standpoint. There is one entry form for the discipline categories and future of employment, and a different form for the leadership categories.

Be as precise and innovative when writing an entry, as you were when you developed and implemented the unique project you are presenting. “Cut and paste” approach in writing an entry isn't the winner’s way.

There doesn't need to be a direct link between the initiative and the category title as the entries will be judged on the actual content (initiative submitted).

Categories free to enter for finalists.

Overall winner

- *The overall winner will be chosen from the discipline specific categories and the future of employment categories and will be the entry with the highest overall score.*



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CATEGORY OVERVIEW

Discipline specific categories	The future of employment categories
<p>Diversity & inclusion</p> <ul style="list-style-type: none"> - <i>Initiatives which ensure that all policies, practices and procedures are based on being inclusive and open to diversity. How have you created a diverse, inclusive and vibrant organisation?</i> <p>Employee engagement</p> <ul style="list-style-type: none"> - <i>A workplace approach resulting in the right conditions for all members of an organisation to give their best each day, be committed to their organisation's goals and values, motivated to contribute to organisational success, with an enhanced sense of their own well-being.</i> <p>Health & wellbeing</p> <ul style="list-style-type: none"> - <i>A fit and healthy workforce is key to the success of any business. What tools have you used to ensure you have happy and healthy colleagues, hence decreasing sick leave and ultimately improving business performance?</i> <p>Insight & feedback</p> <ul style="list-style-type: none"> - <i>Using insight and feedback as the key to improving employee experience and business performance.</i> <p>Learning & development</p> <ul style="list-style-type: none"> - <i>Ken Blanchard in the One Minute Manager states, quality does not grow on trees. The successful organisation will provide employees with meaningful training and development opportunities, well planned and adapted to meet the needs of the individual.</i> <p>Reward & recognition</p> <ul style="list-style-type: none"> - <i>Always the foundation of employee experience, initiatives in the areas of benefits or employee recognition.</i> <p>Talent management</p>	<p>Business transformation</p> <ul style="list-style-type: none"> - <i>Significant change to business practice often involving relocation and involving people, process and technology.</i> <p>Innovation in recruitment – Agency</p> <ul style="list-style-type: none"> - <i>Providing job seekers and employers with a quick and easy to use, value added service can be vital in winning business and retaining professionals throughout their career. The market is constantly shifting and innovation is the name of the game!</i> <p>Innovation in recruitment – Employer</p> <ul style="list-style-type: none"> - <i>Finding suitable employees has always been one of the best ways to improve company performance. The recruitment process says a great deal about the company to candidates too. It can be the starting point of an amazing career!</i> <p>Managing change</p> <ul style="list-style-type: none"> - <i>Change is the name of the game now! Are employees embracing change as part of the new psychological contract? Organisations with strong capability at managing change can ensure that improvements are delivered and result in a positive employee and customer experience.</i> <p>Organisational development</p> <ul style="list-style-type: none"> - <i>Designing the organisation to be ready for the challenges of the future with a world of increasing unpredictability is going to give competitive advantage in employee markets as well as the customer markets.</i> <p>Software as a service</p> <ul style="list-style-type: none"> - <i>Hosted solutions to employment challenges present employers and employees alike with many options to make customers happier, whether it is an online HR portal or a</i>



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<ul style="list-style-type: none">- <i>The science of using strategic human resource planning to improve business value and to make it possible for companies and organizations to reach their goals</i>	<p><i>employee points system, there are many different opportunities to innovate.</i></p> <p>SME</p> <ul style="list-style-type: none">- <i>It is well known that SMEs are the largest employer and the source of future large corporations. SMEs face different challenges and will need different solutions. The judges will be interested to hear how SMEs are creatively managing the employee experience.</i> <p>Technology for productivity</p> <ul style="list-style-type: none">- <i>There are many ways that technology is being used in the workplace to make the working day more productive, whether it is in call centres, time management, project management or many other types of application. The focus is to ensure the employee and customer experience are better.</i>
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Leadership in employee experience categories	Categories free to enter for finalists
<p>Agency of the year</p> <ul style="list-style-type: none">- <i>Nominate yourself or get your client to nominate you for the fabulous services you provide, whether it be in the space of legal or simply employee support and advice.</i> <p>Future star</p> <ul style="list-style-type: none">- <i>Is there someone who is primed to be a leader in the future, having shown fabulous initial promise? This could be an exemplary manager, team worker or people professional.</i> <p>Leader in employee experience</p> <ul style="list-style-type: none">- <i>The consummate professional will be respected by management, peers and as a force for good in the organisation or industry. An invaluable asset this person will bring the organisation together, whatever function they currently work within.</i> <p>Team of the year</p> <ul style="list-style-type: none">- <i>A successful team always has a lot to teach others. A successful team working on employee experience initiatives is a must...!</i> <p>Thought leader in employee experience</p> <ul style="list-style-type: none">- <i>In consulting, supply of services or in corporate careers, standing out as a mould breaker through developing knowledge and thinking about employment practices.</i>	<p>Overall winner</p> <ul style="list-style-type: none">- <i>The overall winner will be chosen from the discipline specific categories and the future of employment categories and will be the entry with the highest overall score.</i>