



THE HR LEADERSHIP AWARDS

Welcome to the HR Leadership Awards 2009 – the country's leading event for recognition of people leadership and benchmark HR practice.

The HR Leadership Awards, formerly known as the Australian HR Awards, recognise excellence across the entire spectrum of HR, with 16 categories ranging from strategic planning and innovation in recruitment, through to best HR team and the CEO award for best HR champion. Now in their ninth year, the awards have grown to reflect the increasingly important and complex role that HR plays in many modern organisations.

Moreover, the HR Leadership Awards fill an important gap in providing an opportunity for individual HR leaders, professionals, teams and organisations to come together to recognise and celebrate HR as a profession, and to raise the standard of HR through recognition of benchmark practice.

Every year, we aim to raise the bar in terms of standards of entry for the HR Leadership Awards. A rigorous selection and judging process, which was developed in conjunction with leading academics and professionals from the HR industry, underpins the awards.

Organised by *HR Leader* magazine (formerly *Human Resources* magazine), the HR profession's leading publication, the awards will culminate in a gala ceremony on Thursday 22 October 2009 in Melbourne.

Nominations for the HR Leadership Awards 2009 are now open.

If you know of a HR professional or practice that has changed an organisation or the industry for the better over the past year, don't let those achievements go unrewarded.

Enter now!



ENTERING THE AWARDS

Key Dates:

Nominations open: 20 April 2009

Nominations close: 28 August 2009

Winners announced: 22 October 2009

Categories

The Award for Employer of Choice (more than 1000 employees)

The Award for Employer of Choice (fewer than 1000 employees)

The Award for Employer of Choice (Public sector)

The HR Champion (CEO) Award

The Award for Best HR Leader

The Award for Best HR Team

The Award for the Next HR Generation

The Award for Best HR Strategic Plan

The Award for Best Talent Management Strategy

The Award for Innovation in Recruitment and Retention

The Award for Best Employer Branding Strategy

The Award for Best Change Management

The Award for Best Workplace Diversity Strategy

The Award for Best Learning & Development Strategy

The Award for Best Overall use of Technology

The Award for Best Health and Wellbeing Strategy

Four easy steps for entering

1. Register your details at www.hrleaderawards.com.au (last year's logins are still valid).
2. Specify your category and supply between 1,000 and 1,500 words per nomination through our online nomination system. Supply up to two attachments with supporting information such as charts and statistics to elaborate upon submissions should they require it. Each attachment must be no more than 1MB.
3. Pay your nomination fee using the payment form on the website
4. Submit your entry by the 28 August 2009

Benefits of entering

Honour. The HR Leadership Awards are the country's leading event for recognition of benchmark HR practice, and foster a great sense of pride and accomplishment among finalists and winners both within their organisations and externally among their HR peers.

Showcase your success. The HR Leadership Awards allow HR leaders, professionals and teams to share and showcase successful experiences and initiatives, and finalists and winners are recognised both nationally and internationally for setting the bar in best practice HR each year.

Recognition. In addition to recognition for best practice HR initiatives, the Awards confer a distinct recognition on HR professionals and their organisations. Finalists and winners receive acclaim not only among their internal business peers, but externally from the broader HR and business community.

Internal benchmarking. The HR Leadership Awards assist organisations in identifying outstanding HR practice internally, and provide entrants with valuable insights and lessons on sound HR and people management practices, providing opportunities for further development and improvement.

The judging process

There are 16 award categories in this year's HR Leadership Awards, recognising excellence across the entire HR spectrum. The judging process for the HR Leadership Awards 2009 is broken down into two separate stages.

Submissions are assessed against a set of essential and desirable criteria. This approach allows for flexibility in recognising innovation or creativity, while specific quantitative evidence linked to business outcomes validates qualitative claims.

Nominations are first passed on to an extensive shortlisting panel, which is comprised of leading HR academics from around the country. This panel is responsible for examining each submission, and shortlisting candidates based on individual award criteria.

A final judging panel, comprised of independent industry experts and professionals, selects winners from the shortlisted finalists based on individual award criteria and in consultation with members of the shortlisting panel.

Both panels of judges will expect nominations to meet as many criteria as possible.





THE SAGECO AWARD FOR EMPLOYER OF CHOICE (PUBLIC SECTOR)

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Nominations close: 28 August 2009

Winners announced: 22 October 2009

Categories

The Award for Employer of Choice (more than 1000 employees)

The Award for Employer of Choice (fewer than 1000 employees)

The Award for Employer of Choice (Public sector)

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The Award for Best HR Team

The Award for the Next HR Generation

The Award for Best HR Strategic Plan

The Award for Best Talent Management Strategy

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The Award for Best Change Management

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The Award for Best Learning & Development Strategy

The Award for Best Overall use of Technology

The Award for Best Health and Wellbeing Strategy



JUDGING CRITERIA

While the private sector has traditionally been recognised for its competitive employment prospects, the public sector is fast gaining recognition in some circles for its offerings. This award recognises public sector organisations for their leading employer of choice strategies. Entries for this award should detail:

Essential:

- A positive service-orientated culture reflective of public sector goals
 - Evidence of a good reputation/status within the public sector
 - A clear link between HR and business strategy
 - Evidence of talent and skill being a corporate priority
 - Broad-based personal and professional career/development opportunities
 - Clearly articulated and lived values hardwired into a performance management and measurement system
 - Evidence of ongoing measurement (and positive results) of employee engagement
- Desirable Criteria:
- Strong leadership and an inclusive management style
 - Flexible work practices and demonstrable work/life integration
 - Performance-linked competitive reward and recognition
 - A clearly articulated value/employment proposition linked to the brand
 - Vacant positions filled relatively easily and in short timeframe

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About SageCo

At SageCo, our core business is partnering with public and private sector organisations to address the risks, challenges and opportunities of workforce ageing. With over 4M mature workers heading into retirement by 2020, we face an unprecedented loss of skills and expertise, and need to find effective ways to transfer knowledge, retain mature workers, and up skill people leaders to tackle the challenge.

So how can SageCo help? Our solutions include;

- Knowledge Continuity programs to capture and transfer critical business knowledge between workforce generations
- Create Retirement Success and Redirection to engage, retain and transition mature workers
- An online Managers Toolkit and Work and Retirement Centre



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www.hrleaderawards.com.au



PAST ENTRANTS

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The Award for Employer of Choice (fewer than 1000 employees)

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The Award for Best HR Team

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The Award for Best Talent Management Strategy

The Award for Innovation in Recruitment and Retention

The Award for Best Employer Branding Strategy

The Award for Best Change Management

The Award for Best Workplace Diversity Strategy

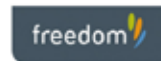
The Award for Best Learning & Development Strategy

The Award for Best Overall use of Technology

The Award for Best Health and Wellbeing Strategy

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ABOUT HR LEADER

Human Resources Leader magazine is Australia's leading publication for the HR profession. *Human Resources Leader* is the country's largest and most authoritative source of news, analysis and insightful opinion from leading industry figures. As Australia's only fortnightly HR publication, it provides readers with timely and practical assistance in a fast-changing profession. *Human Resources Leader* has won HR professionals' respect for its practical but hard-hitting independent editorial platform, and features regular articles on HR strategy, attraction and retention, technology, employment law, leadership and interviews with industry gurus

ABOUT LEXISNEXIS MEDIA

LexisNexis Media publishes a leading portfolio of titles including *Lawyers Weekly*, *Lawyer2B*, *HR Leader* and *Risk* magazine. LexisNexis Media is focused on making great content as accessible as possible to busy professionals. Through the creation of cutting edge news, insightful analysis, in-depth features and engaging interactive content, LexisNexis Media has cemented its position as the most sought-after source of news and information for the legal, HR and risk management professions.

ABOUT LEXISNEXIS AUSTRALIA

Through the integration of information and technology, LexisNexis unites proven technology, leading brands, and premium research to deliver solutions that help legal professionals deliver quality services. LexisNexis is a division of Reed Elsevier, one of the world's leading publishers that produces HR titles such as *Personnel Today* magazine in the UK and *Human Resources* magazine in Singapore. The organisation has presence in more than 100 countries that spans six continents, and employs over 35,000 individuals.

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