



## IPM AWARDS 2007

# IPM HRD PRACTITIONER OF THE YEAR

### **Purpose of the award**

Strategic Human Resource development has become a critical measure for organizational success. This award recognizes HRD practitioners who have demonstrated exceptional leadership in the strategic development of people in their own organizations.

### **Essential**

- HRD programme/initiatives are aligned to business strategy
- Line management plays a key role in needs identification
- Measures in place to monitor transfer of learning to the workplace.
- Evaluation systems including return on investment are in place.
- Demonstrates evidence of the implementation of the principles of a learning organization

### **Desirable**

- Evidence of career paths
- Evidence of successful Employee Development Programmes
- Evidence of technology based learning
- Evidence of using excellent companies as benchmarks to improve performance
- Evidence of the use of Graduate Development Programmes
- Evidence of the implementation of learnerships
- Evidence of the implementation of internships

Nomination with motivation and evidence to Patricia [executivepa@ipm.co.za](mailto:executivepa@ipm.co.za)