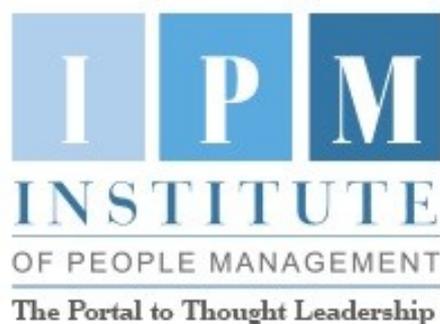


IPM AWARDS CRITERIA 2019



HR PRACTITIONER OF THE YEAR

Purpose of the Award

In any organisation, HR practitioners, irrespective of level, play pivotal people management roles, and this award recognises those with a demonstrated track record of excellence in implementing people strategies and plans that enable the business strategy. These practitioners will also have worked effectively with line managers to attract, develop, engage and/or retain employees in the organisation. This award recognises practitioners with either generalist or specialist HR skills.

Please provide nominations for the IPM HR practitioner of the year using the form below:

Name of individual being nominated (Nominee)	
Nominee's position in the organisation	
Nominee's contact email and telephone number	
Name of nominator	
Relationship of nominator to nominee e.g. subordinate, direct manager, peer.	
Nominator's contact email and telephone number	
Brief profile of the nominee, his/her current role, future potential, major achievements and career history (maximum 200 words)	
Please provide evidence of the nominees' achievements, of the attributes below, through description, examples and any supporting data. To assist the judges in the adjudication process, please articulate your input in terms of the "STAR" (Situation/Task, Action of the individual, Result) principle . We understand that not all attributes may be relevant to the nominee but advise that the more evidence that can be provided the better.	

Attributes	Evidence
Interprets and executes the HR strategy or aspects of it to achieve business results	
Plays an active role in attracting, engaging and retaining talent, in conjunction with line managers.	
Exhibits exceptional business facilitation and manages multiple stakeholder's outcomes	
Builds and contributes to the effective functioning of HR and management teams	
Demonstrates the contribution of HR to the bottom line	
Shows leadership in facilitating, promoting and implementing diversity and equity practices	
Is a trusted, resourceful business partner to line managers, advising and supporting in addressing internal and external risks and opportunities to the business	
Demonstrates innovation in implementing HR strategy, services and/or technology solutions	
Plays an active role in identifying, implementing and enhancing skills development programmes and practices	
Evidence of having effectively managed a change agenda	

Nomination to be submitted to: welile@ipm.co.za or fax: 086 697 7401 before the closing date, 30th August 2019.

Benefits for Participating

If you are selected as one of the winners of the IPM Excellence Awards, you will receive:

- Recognition as a leader in your profession and a trophy acknowledging your achievement
- Appreciation of your significant contribution to the business world
- The opportunity of attending one of the courses on offer from IPM Partners
- A full-page profile of yourself and your company in our monthly magazine *People Dynamics*.

*We will be accepting nominations until **31stAugust 2019**.*