

IPM AWARDS CRITERIA 2019



EMERGING HR PRACTITIONER OF THE YEAR

Purpose of the award

In any organisation, the HR function plays a pivotal people management role and attracting new HR practitioners with the requisite potential to make an impact in this area is becoming critical. These practitioners need to have demonstrated the ability and drive to succeed in their chosen HR field. This award recognises emerging HR practitioners with the potential to make a significant human capital impact in their organisation.

Please provide nominations for the IPM emerging 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
Demonstrates potential in executing the HR strategy or aspects of it to achieve business results	
Plays an active role in attracting, engaging and retaining talent, in conjunction with their HR team members	
Demonstrates future potential and the ability to build strong business relationships	
Contributes to the effective functioning of the HR team	
Shows potential in facilitating, promoting and implementing diversity and equity practices	

Shows the potential to become an effective business partner to line managers, demonstrating the ability to introduce new thinking to the existing human capital processes	
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 been involved in a change agenda	

Nomination to be submitted to: **welile@ipm.co.za** or fax: 086 697 7401 before the closing date, 31st 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 **31st August 2019**.*