

IPM AWARDS CRITERIA 2019



HR DIRECTOR OF THE YEAR

Purpose of the Award

In today's business environment, strategic HR leadership at Board level is becoming critical for sustainable organisational success. This award recognizes HR Directors who operate at Board or Exco level and have demonstrated a track record of excellence in HR leadership, by ensuring sound HR principles are included in all aspects of the business.

Please complete the form below in respect of your nominee for the IPM HR Director the Year Award.

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, major achievements and career history (maximum 200 words)	

<p>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.</p>	
Attributes	Evidence
Demonstrates a strong business acumen and directly contributes to the business strategy.	
Shows the ability to understand and address the needs of multiple stakeholders (Executive, staff, unions, industry, communities etc.)	
Builds and develops effective executive or management teams.	
Builds a culture of collaboration and performance	
Demonstrates positive contribution of HR to the bottom line. Please provide concrete evidence or examples.	
Articulates and guides implementation of transformation and diversity programmes as part of the organisation's strategic thrusts	
Is a trusted, resourceful business partner to CEO and Exco members, advising and supporting in addressing internal and external risks and opportunities to the business	

Demonstrates innovation in developing and delivering HR strategy and services	
Evidence of having effectively guided and managed a substantial change agenda	
Has a profile in furthering the HR agenda in corporate South Africa and in building HR capacity	

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**.*

