

Form Name:	Diversity Awards 2022 Entry Form
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Please select award category Leadership Award

Contact Details

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What region/s does your organisation operate in?	Auckland

Leadership Award

Strategic alignment - 10% of overall mark. Please provide details of the rationale for diversity and inclusion in your organisation. What is the problem faced by the organisation that can be solved through improved diversity and inclusion practices? Include a clear link to strategy, real impact and opportunities identified for growth and development. (200 – 300 words)

Entries should not attempt to answer each of the questions listed in the judging criteria. Instead use these questions as a guideline of what could be addressed in each of the categories and then tell a coherent story across the various themes highlighted.

In entering this category, organisations should detail the initiatives, processes and trajectory for leadership to shift in their level of maturity in regard to diversity and inclusion.

The initiative - 25% of overall mark.

Enter your text here

How do you define your leadership team? Does it include the Board? Does it include middle management and team leaders? Please tell us about the initiative which specifically addresses the development of diversity, equity and inclusion (DEI) capability in your leadership team. Why was this initiative developed? Also include information about your organisation which will assist the judges to understand unique challenges and constraints currently facing your workforce. (E.g. size, composition, industry sector, locations, structure, hours of operation etc.) (400 – 550 words)

Implementation - 25% of overall mark.

Enter your text here

How was the leadership initiative developed? How was it introduced to leaders? How was it implemented? Please tell us about any issues that you have encountered that might have derailed the programme and how you were able to overcome that. For instance, are there specific challenges in developing inclusive leaders and how are they being addressed? Or, were there specific teams and/groups that were more challenging than others, and what was done to overcome those areas of resistance? How are leaders held accountable for their commitment to diversity and inclusion? How is DEI governed in the organisation? What ongoing DEI support is available to leaders in the organisation? (400 – 550 words)

Workplace Evidence - 20% of overall mark. Please explain how the leaders demonstrate alignment of diversity and inclusion with organisational values. How do leaders role model expected behaviours and the effectiveness and/or positive impact thereof across the organisation on developing a culture of psychological safety in the workplace. Specifically, what is the role that leaders play in recruiting a diverse workforce and building an inclusive workplace? Evidence provided ideally will be quantified through metrics such as improved engagement, improved diversity across all levels of the organisation, and improvements in workplace psychosocial safety. (300 – 450 words)

Enter your text here

Employee Evidence - 20% of overall mark. Show us how the initiative has benefited the employees. How do leaders encourage everybody in the organisation to build an inclusive workplace? Ideally this will include qualitative feedback or statements from employees. (300 – 450 words)

Enter your text here - remember your overall entry should not exceed 2000 words

Supporting Information

Tell us about your organisation in 100 words or less

A brief description of your organisation and its core purpose

Number of Staff

Please enter the number of people who work for your organisation

Why did you enter the Awards?

You will be required to fill in this section

Are you happy for Diversity Works New Zealand to share your contact details with organisations wishing to find out more about the work discussed in this entry?

Please indicate yes or no

Logo upload

Your logo is uploaded here.

Photo 1 upload

Please upload a minimum of two photos showcasing your initiative. The minimum file size is 2mb.

Photo 2 upload

Please upload a minimum of two photos showcasing your initiative. The minimum file size is 2mb.

File upload

You can upload up to six other files - either more photos or evidence such as graphs or results. Supporting evidence must not exceed 2000 words.

Video link 1. Paste your video link here (e.g. from Youtube or Vimeo).

Supporting videos are optional. You must paste a link from a video sharing platform that is publicly accessible. You can share up to two videos.

**How did you hear about the Awards?
You can select more than one answer**

You will have several options to select from to let us know how you found out about our awards programme. You may choose more than one if you wish.
