EngageRocket

Category: Best Company Culture

1. Name

2. Email

3. Contact number

4. Name of organisation

5. Country

6. Job title

7. Number of employees

8. Industry

9. Overview of HR department

10. Values/Employee Value Proposition (EVP) of your organisation

11. What's your current workplace arrangement?

12. What are key business priorities for your organisation? How have business priorities changed as a result of the pandemic? How will they evolve now that we are returning to office?

13. What makes your culture so unique?

14. How do you assess culture alignment within the organisation and with which metrics, criteria, software of tool? How often do you assess alignment?

15. How does new initiatives come about? Who drives change in the organization?

16. What were the results of your initiatives/ action plan? How did you track and measure the success of your plan? Please include metrics to your answers.

17. How was your strategy communicated to all employees? What were some of the channels you used and what was the feedback from your employees?

If you have any question regarding your application, please contact us at
hello@engagerocket.co

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Category: Best Onboarding Experience

1. Name

2. Email

3. Contact number

4. Name of organisation

5. Country

6. Job title

7. Number of employees

8. Industry

9. Overview of HR department

10. Values/Employee Value Proposition (EVP) of your organisation

11. What's your current workplace arrangement?

12. How many people did you hire in 2021? Was this aligned to the head count targets for the year?

13. How has the evolution of the pandemic impacted your on-boarding programme? What initiatives/plans did you put in place to overcome your challenges? (software, new processes, tools, teams....)

14. What are the key components to your on-boarding programme? How long the process takes? Please detail the different milestones.

15. Who owns/manages the onboarding program? Is there a team dedicated or is it a cross functional effort?

16. What role does HR, managers and co-workers play in the process? How do you support managers and co-workers to do their part well?

17. How do your organisation currently assess onboarding programme effectiveness? How often?
18. Please share an anecdote that illustrates the positive impact of your initiatives on new hires.

19. What were the results of your initiatives/ action plan? How did you track and measure the success of your plan? Please include metrics to your answers.

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Category: Best Leadership Development

1. Name

2. Email

3. Contact number

4. Name of organisation

5. Country

6. Job title

7. Number of employees

8. Industry

9. Overview of HR department

10. Values/Employee Value Proposition (EVP) of your organisation

11. What's your current workplace arrangement?

12. How has the evolution of the pandemic impacted your professional development programmes? What innovations and initiatives did you put in place to overcome your challenges?

13. How do your organisation currently assess leadership effectiveness? Please include the technology you are using, which metrics you are tracking, frequency...)

14. Do you have a competency framework for Leaders / Managers and how often is it reviewed?

15. How has your organisation/HR team supported line managers creating better connection with their team?

16. All managers have access to relevant data and information to act on Employee experience improvement? How frequently?

17. Do you have an effective coaching / mentorship culture in the organisation? Please give examples

18. How are leaders and managers empowered to upskill for the ever-changing work environment?

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Category: Best Work-Life Harmony

1. Name

2. Email

3. Contact number

4. Name of organisation

5. Country

6. Job title

7. Number of employees

8. Industry

9. Overview of HR department

10. Values/Employee Value Proposition (EVP) of your organisation

11. What's your current workplace arrangement?

12. What are the challenges/obstacles faced by the organisation during this ever-changing work environment? Please include information that demonstrates the impact on the business/people.

13. Who are your high-risk groups?

14. What metrics do you currently track and report to assess employee wellbeing? How often do you reach out to employees to gather their feedback?

15. Comparing year 2020 & 2021, what measures/programmes have you implemented to improve mental health and wellbeing in your workplace?

16. How was your strategy communicated to all employees? What were some of the channels you used?

17. What timely interventions were you able to do for teams or individuals with measurable results?

18. What were the results of your initiatives/ action plan? How often are you tracking the success of your plan? Please include metrics to your answers.

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Category: Best Flexible Work Practices

1. Name

2. Email

3. Contact number

4. Name of organisation

5. Country

6. Job title

7. Number of employees

8. Industry

9. Overview of HR department

10. Values/Employee Value Proposition (EVP) of your organisation

11. What's your current workplace arrangement?

12. How has the evolution of the pandemic impacted your organsation's way of working? What were the challenges faced that you needed new initiatives/plans to overcome this?

13. What measures have you implemented to improve the flexibility of your work practices in your workplace? How has this differ between year 2020 and 2021? How will this evolve now that we are returning to office?

14. What flexible policies have you introduced that are beyond conventional guidelines?

15. What metrics do you currently track and report to assess effectiveness of rhe flexible work practices? How do you measure that the strategy is successful with your employees?

16. What were the results of your initiatives/ action plan? How often are you tracking the success of your plan? Please include metrics to your answers.

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Category: Employer of Choice

1. Name

2. Email

3. Contact number

4. Name of organisation

5. Country

6. Job title

7. Number of employees

8. Industry

9. Overview of HR department

10. Values/Employee Value Proposition (EVP) of your organisation

11. How many roles were you hiring in 2021? How many were successfully filled?

12. What was the attrition rate (%) in 2021 as compared to 2020?

13. How has the evolution of the pandemic impacted your organsation's way acquiring talents and keeping the attrition rate low? What were the challenges faced in the process?

14. What is your game-changing strategy in winning the talent war?

15. What measures have you implemented to retain top talents?

16. How do you measure your employer brand?

17. What metrics do you currently track and report to assess effectiveness of the talent acquisition and retention strategies? How do you measure that the strategy is successful for your organisation and employees?

18. What were the results of your initiatives/ action plan? How often are you tracking the success of your plan? Please include metrics to your answers.

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Category: CHRO of the Year

1. Name

2. Email

3. Contact number

4. Name of organisation

5. Country

6. Job title

7. Number of employees

8. Industry

9. Name of nominee

10. Job title of nominee

11. How long has the nominee been with their current company?

12. How long has the nominee held a position as an HRD or CHRO, both with their current organization and all previous organizations?

13. Please share a bio of the nominee. You can share an attachment or their linkedin profile.

14. Describe the key initiative(s) led by the nominee. Please provide information about the scope of the nominee's impact on their organisation and employees, the extent to which the nominee helped drive workforce initiatives, demonstrated their skill as a leader and the ability to mentor, motivate and inspire people.

15. Describe the impact of the nominee's initiative(s). Please provide specific quantitative information about the impact, such as the size of the organisation directly impacted, the percentage impact on profits, cost savings, etc. These are only examples; any other quantitative information would be helpful.

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