

## GUIDELINE OF MAHRP HR EXCELLENCE AWARDS: 2023

### INDIVIDUAL CATEGORY

#### 1. Outstanding HR Leader of the Year

This is the one of the most prestigious awards in the HR Excellence Awards 2023. The participant(s) receiving this award outshines other award winners as they demonstrate exceptional performance throughout and makes commendable contributions to developing the Human Resource function and ultimately achieving the organizations objectives. This award will be given to a minimum of three (3) and maximum five (5) winners depending on the nominations received after evaluations.

##### Eligibility Criteria

1. Individual must have a minimum ten-year service period in human resource management or senior post and should be responsible in managing people.
2. Should possess MNQF Level 7 or higher education qualification in human resource or relevant field.
3. Contributions and Outstanding achievements of the individual will be taken into consideration. (May include new contributions, policies, guidelines and innovative ideas which benefits the whole organization)

##### Weightage Distribution

Scoring Factor	Weightage
Career Highlights	25%
Competencies	20%
Contribution and Achievements	30%
Peer Evaluation Review	25%

The nominees with the highest scoring from the judging panel will be selected for panel evaluation and interview.

#### 2. Emerging HR Leaders

This award recognizes the contributions of emerging and outstanding leaders in human resource profession. By honoring the game-changing HR leaders of the future this award appreciates the rising stars who will be leading and driving the teams to be exceptional. This award will be given to a minimum of two (2) and maximum three (3) winners depending on the nominations received after evaluations.

##### Eligibility Criteria

1. Individual must have a minimum five-year service period in human resource management and should be responsible in managing people.

2. Should possess MNQF Level 7 or higher education qualification in human resource or relevant field.
3. Contributions and Outstanding achievements of the individual will be taken into consideration. (May include new contributions, policies, guidelines and innovative ideas which benefits the whole organization)

#### Weightage Distribution

Scoring Factor	Weightage
Career Highlights	25%
Competencies	20%
Contribution and Achievements	30%
Peer Evaluation Review	25%

The nominees with the highest scoring from the judging panel will be selected for panel evaluation and interview.

### 3. Excellence in Women HR Leadership Award

This prestigious award aims to honor and recognize leading HR female leaders that champion greater gender diversity at every level in the workplace. Winning this award will mean organizations have consciously built a safe working space that enables female empowerment, promotion of women in key management positions and room for flexibility to accommodate women’s needs. More importantly, women employees are acknowledged as critical agents of business growth HR acceleration. Women leaders who are currently in managerial level and above will be eligible for this award.

#### Criteria:

**Gender:** Award is generally open to women who are currently working in HR leadership positions.

**Leadership role–** Women in HR leadership who holds senior positions withing their organization: Manager and above.

**Impact:** Women in HR leadership role who have had a positive impact on their organizations.

**Leadership achievement–** Who have made significant contributions to their organizations such as implementing successful HR programs, improving employee engagement and more

**Professionalism-** Who exhibit a high level of professionalism, ethics and integrity in their work and who are committed to their own professional development and their teams

Weightage Distribution

Scoring Factor	Weightage
Leadership achievements	20%
Strategic thinking	20%
Innovation	10%
Professional Development	20%
Employee engagement	20%
Diversity and Inclusion	10%

## ORGANIZATION CATEGORY

- Participation is open to organizations operating in any of the industry segments in Maldives.
- The Initiatives / Projects shared in the Application form should be completely executed or should be an ongoing initiative/project. No initiatives in the planning/ conceptualizing stage may be mentioned.
- The Initiatives / Projects shared in the Application form should have been implemented/ initiated before 22<sup>nd</sup> February 2023.
- MAHRP has the right to ask for documentary proof of information provided/ audit the information shared
- MAHRP holds the right to disqualify any application which does not meet the eligibility criteria without assigning any reason whatsoever.
- If at any time, any information provided by the nominating organization is found to be incorrect in any manner, the nominating organization will be disqualified from the Awards.

### 1. Excellence in HR Innovation

This award honors HR teams that pave the way for their peers as they redefine and redesign their organization in preparation for the workplace of the future. This award celebrates HR teams that walk in the forefront of their peers as they daringly redefine and redesign their organization in preparation for the workplace of the future. Under this category organizations that develop and implement exceptional systems/procedures related to HR that benefits the whole company will be recognized.

Weightage Distribution

Scoring Factor	Weightage
Innovation – creativity and originality	25%
Impact on business	20%
Employee engagement and satisfaction	10%
Sustainability of the innovation	30%
Stakeholder (staff) Evaluation Review	25%

- **Innovation- Creativity and Originality.**

This parameter evaluates the originality in the said HR initiative/process. An innovative practice or system is one, which is highly unusual, creative and unique to the company's culture and overall strategy. This encompasses innovation in the design, delivery mechanisms, implementation and tracking of the system/process. It also includes original communication campaigns and design of metrics around it.

What is the innovation for which you are seeking the Award for? Tell us about the innovation why it deserves the Award

If you are not the original creator of the innovation, state where it originated from and the modifications that you have made to the innovation that have made a difference and been beneficial to your organization/business. Innovation may involve the use of technology (i.e. customized apps/ software) The benefits of the innovation to your organization

- **Impact on Business**

This parameter evaluates the business and strategic impact of the said HR initiative. An impact system/process is one, which involves a variety of stakeholders in its design and implementation and is of immense satisfaction, usage and value to the target audience. The HR innovation should have a clear impact on the overall success of the business. This could be measured by improvements in productivity, revenue growth, employee engagement or other relevant business metrics for the past one year.

- **Employee engagement and satisfaction**

The HR innovation should have a positive impact on employee engagement, satisfaction and retention. It should make the workplace a more enjoyable and productive environment for employees.

- **Sustainability**

This parameter talks of the routine and consistency in the said HR initiative. A sustainable and scalable system/process is one, which has detailed norms and guidelines, attached to it and improves itself basis feedback and audits.

Financial, people, organization culture or infrastructure related investments and changes as well as communication and branding of the system/process contribute in making it sustainable and scalable.

Commitment by management to promote, ensure and/or enhance the sustainability of this innovation.

## 2. Excellence in Workplace Culture

This award recognizes the unique character and personality of your organization, and how its people live its values every day. This award recognizes HR teams that have purposefully and consciously shaped their company’s culture to provide a positive, open and adaptive environment for their employees to thrive in. Employee engagement will be identified as it is a common denominator to assess organizations workplace culture. Customer feedback review and experience will also be taken into consideration. This award identifies how the organizations values are practiced withing the team.

High levels of employee engagement are essential for developing strategically agile organizations to thrive in today’s hyper-paced markets. Judges will be on the lookout for robust communication channels, alongside employee feedback, empowerment and enablement, which form the building blocks of programs that foster engagement. Exemplary companies will showcase how a motivated and committed workforce has effectively turned them into market leaders with a solid operational performance.

### Weightage Distribution

Scoring Factor	Weightage
Employee engagement	20%
Work life balance	20%
Professional development	10%
Health and wellness	10%
Communication and Transparency	15%
Diversity and Inclusion	5%
Stakeholder feedback	20%

## 3. Excellence in Talent Development

For this category, the judges are looking for innovative L&D programs that are well-structured, with a proven record of achieving their talent development objectives effectively. This award recognizes HR teams that have devised clear, measurable and high impact leadership programs that identifies high potentials. This refers to developing powerful and authentic leaders that anticipate and respond to dynamic business conditions with agility. How much a company is willing to spend in order to improve the skillset of their employees will be taken into consideration.

### Weightage Distribution

Scoring Factor	Weightage
Employee T &D Programs	10%
Career advancement opportunities	10%
Succession planning	10%
Feedback and Performance management	10%
Training and Development Budget utilization	15%
Training Impact and ROI on business	15%
Training feedback and evaluation	15%

Percentage of staff trained	15%
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#### 4. Excellence in Employee Wellness & Well-being

This award celebrates organizations committed to raising the quality of life and professional excellence as a healthy and engaged workforce boosts business results. Programs crafted on the basis of workplace flexibility to manage demands of home and career with a positive impact on productivity, absenteeism and turnover will be in the limelight.

This award will go to the organization that provides the most compelling evidence that their strategy for health and wellbeing in the workplace not only works, but has also created a clear and measurable return on investments made in this area.

#### Weightage Distribution

Scoring Factor	Weightage
Comprehensive employee wellbeing strategy/Programs	20%
Flexible work arrangements	20%
Work life integration	10%
Employee assistance programs	10%
Mental health support	15%
Health and wellness benefits	15%
Employee feedback	10%

#### 5. Excellence in Diversity, Equity & Inclusion (DEI)

This award celebrates the remarkable work of organizations that demonstrate continuous commitment to creating and supporting an open environment that includes cultural, gender, the physically disabled and other minority groups. Identifying how opportunities and challenges intersect through the provision of equal opportunities to enrich individual performance will be an advantage. Diversity & Inclusion is the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.

This Award therefore recognizes companies that have adopted and implemented policies and practices to build in and promote diversity and inclusion. It seeks to reward the thought process that the "culture of inclusion" has become a business imperative.

This award recognizes an organization that has diversity and inclusion at its heart. A winning entry will detail an organization's work across the board to provide outstanding support and opportunities to women, people from different backgrounds, disabled people and other minority groups.

Weightage Distribution

Scoring Factor	Weightage
DEI Strategy	15%
Recruitment and Hiring	20%
Inclusive workplace culture	20%
Equitable compensation and benefits	20%
Employee development	15%
Data Collection and Accountability	10%

**6. Excellence in HR Tech**

This award aims in examining how HR analytics and big data captured from technology can help accelerate business productivity and performance by building a holistic and high impact HR operating model. Only innovative development without the use of a third party in the development will be considered for Excellence in HR tech award. We will be looking for an organization that has used technology to move HR forward. It could be via the application of HR software and analytic systems, online recruitment or an e-learning program and AI and chatbots. It could also explore how HR has supported a major tech investment across the organization.

Weightage Distribution

Scoring Factor	Weightage
Innovation	20%
Integration	20%
User experience	20%
Data and Analytics	10%
Impact - ROI and value of the initiative	20%
Security and compliance	10%

**7. Most People Focused CEO/MD**

this is the most prestigious award in the HR Excellence Awards 2023 whereby leaders such as CEO/MD/DMD/GM/VP of an organization will be assessed in terms of innovativeness, initiative, driven leadership and meaningful impact on the corporation's overall performance. A top performing leader is one who puts people first. This is awarded to the leader that outshines all other leaders in managing people. This award is aimed to recognize excellence in leadership involving people management and their determination to bring out the best in their teams to achieve the corporations' overall objectives leading to success

Weightage Distribution

<b>Scoring Factor</b>	<b>Weightage</b>
Employee satisfaction/ feedback	20%
Inclusive leadership	20%
Employee development	20%
Communication and Transparency	20%
Work life integration	10%
Social responsibility	10%