

CEO HR Champion

The CEO HR Champion Award recognises CEOs who through best practice people management achieve positive results for their organisation. These CEOs are able to demonstrate how they have established and applied clear people management strategies that: (a) align consistently with the overarching business strategy; and (b) complement the organisation’s culture and values in ways that points to improved results.

Supported by Lynda Gratton: A global authority on the people implications of strategy, Lynda Gratton is a professor of management practice at the London Business School.

Eligibility: CEO, managing director, executive director or equivalent who hold the most senior role in their organisation.

| Criterion | Defined as: | Evidence |
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| Achievement | The applicant has been recognised for excellence in an academic or career capacity. | Tertiary awards, reward and recognition programs, academic transcripts. |
| Impact | The applicant has made a tangible contribution to the organisation or the wider business community. | Participation on project teams/working parties/steering groups/focus groups/committees/boards, presentations at conferences/events/education. |
| Progression | The applicants career demonstrates an upwards trajectory beyond the expected. | Resume, references, letters of commendation. |
| Leadership | The applicant has demonstrated a capacity for leadership. | Management/supervision roles, community roles, committee chair. |
| Relationships | The applicant demonstrates they have built deeply trusting and cooperative relationships with others. | Reference statements, 360/survey results, results of performance appraisal processes etc. |
| Networks | The applicant demonstrates their ability to build valuable networks both within their organisation and outside to other communities and people. | Membership/contribute to business/community groups, voluntary roles undertaken, evidence of informal/formal networks/groups formed/attended in or outside of the organisation. |
| Energy | The applicant empowers all employees to achieve and develop through role modelling and organisations best practice. | Examples of going above and beyond to motivate self and others, communication/sharing of goals/values/vision to others in the organisation, initiatives implemented. |

2022 CRITERIA



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| Credible Activism | The applicant demonstrates personal credibility but also a point of view about the business. | References from colleagues, participation on taskforce, contribution to business wide/cross functional teams, demonstration of ethical behaviour, recognition as role model in the organisation. |
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