

The banner features a dark blue background with a central graphic of icons connected by lines, including a lightbulb, a calendar, a crown, a person with stars, a person with a heart, a person with a plus sign, and a document with a checkmark. On the left, a white box contains the text 'Workplace Transformation Awards 2021'. Below it, another white box says 'Award Ceremony: 24 June 2021' and 'Application closes on 13 June 2021'. At the bottom right, the Engagerocket logo is displayed.

Workplace Transformation Awards 2021

Award Ceremony: 24 June 2021

Application closes on 13 June 2021

ORGANISED BY: **ENGAGEROCKET**

*By applying for one of the categories below, you will be automatically qualified for the Employee Listening Champion title.

*The winners will be announced on June 24th, during the launch of our Employee Experience National Report.

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

* Required

1. Email *
2. Name of organisation *
3. Country *
4. First Name *
5. Last Name *
6. Job title *
7. Number of employees: *
 - 1-5
 - 5-25

- 25-50
 - 50-200
 - 200-500
 - 500-1000
 - 1000+
8. Industry *
9. Did you take part in EngageRocket National Employee Experience Transformation (NEXT) programme? (dropdown options) *
- Yes
 - No
10. Overview of the HR department (How many members are there in a team, hierarchy, location...) *
11. Values/Employee Value Proposition (EVP) of your organisation *
12. What's your current workplace arrangement? (% remote workforce) *
13. The category you're applying for *
- Best people-centric culture
 - Best analytics & employee listening strategy
 - Best on-boarding experience
 - Best Leadership Development
 - Best Well-Being Strategy
 - Best HR Tech Innovation

Best people-centric culture

1. What are key business priorities for your organisation? How have business priorities changed as a result of the pandemic? *
2. What makes your culture so unique? * *Length: min 150 words, max 400 words*
3. What are top of mind people priorities for your organisation? * *Length: min 150 words, max 400 words*
4. How do you assess culture alignment within the organisation and with which metrics, criteria, software or tool? * *Length: min 150 words, max 400 words*
5. How often do you reach out to employees to gather their feedback? *

- Once or Twice a year
 - More often (Bi-weekly/Monthly/Quarterly)
 - Personalised listening for moments that matter in employee lifecycle
 - Always on
6. How do you measure Diversity and Inclusion? How do you get the entire company—including our leadership team—on board? * *Length: min 150 words, max 400 words*
 7. What is your general approach to identifying and measuring issues related to employee experience and employee sense of belonging? * *Length: min 150 words, max 400 words*
 8. What are the challenges/obstacles that the organisation faced during the pandemic? Please include information that demonstrates the impact on the business/people. * *Length: min 150 words, max 400 words*
 9. What was the action plan/strategies you put in place to overcome the challenges? * *Length: min 150 words, max 400 words*
 10. What support employees got from top management and line-of-business managers to overcome the challenges? * *Length: min 150 words, max 400 words*
 11. 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. * *Length: min 150 words, max 400 words*
 12. How was your strategy communicated to all employees? What were some of the channels you used and what was the feedback from your employees? * *Length: min 150 words, max 400 words*
 13. What do you think will be your biggest people challenge in 2021? * *Length: min 150 words, max 400 words*
 14. Please check this box if you would like to participate in a 3 min survey to understand your organisational maturity in delivering Employee Experience - all participants will receive a complimentary diagnostic report. *
 - Yes (go to page 10)
 - No

Best analytics & employee listening strategy

1. In my organisation, HR understands how people priorities align to business priorities *
 - 1 (strongly disagree)
 - 2

- 3
 - 4
 - 5 (strongly agree)
2. What are key business priorities for your organisation - growth, profitability, customer satisfaction, cost optimisation? What are People priorities for 2021 and beyond? *
- Length: min 150 words, max 400 words*
3. We have a well developed HR scorecard and reporting (e.g d&i, span, mobility, attrition, sentiment, time to fill etc)
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
4. In my organisation, we know what we want to prioritise (e.g Productivity, Engagement, Retention) and know how to get there *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
5. We have strong People Analytics capabilities in my organisation (either internally or through vendor partners) *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
6. We have a well established survey program that we use to listen to employees. *
- Yes
 - No
7. If 'Yes' to above, how often do your employees have the opportunity to be heard [Select all that apply] *
- Once or Twice a year
 - More often (Bi-weekly/Monthly/Quarterly)
 - Personalised listening for moments that matter in employee lifecycle

- Always on
8. We are able to listen across multiple sources by combining information across platforms *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
9. All stakeholders (Leaders, HR, Managers, Employees) are aware of their role and responsibilities towards Employee experience *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
10. All relevant stakeholders have access to the data and information they need to act on Employee experience improvement *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
11. What metrics do you currently track and report in HR e.g span, layers, attrition, d&l, mobility etc? * *Length: min 150 words, max 400 words*
12. In what forum do you typically review people results? How often does your organisation meet to discuss data related to employee engagement or sentiment? Do leaders typically review results themselves or rely on a partner (e.g., CoS, HRBP)? * *Length: min 150 words, max 400 words*
13. Consistent and regular action is taken across all levels in the organisation driven by people data and insights *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)

14. Are there any areas of your people strategy that are difficult to act on due to a lack of data? * *Length: min 150 words, max 400 words*
15. What is your general approach to identifying and measuring issues related to employee experience? * *Length: min 150 words, max 400 words*
16. What are the challenges/obstacles that the organisation faced during the pandemic? Please include information that demonstrates the impact on the business/people. * *Length: min 150 words, max 400 words*
17. What was the action plan/strategies you put in place to overcome the challenges? * *Length: min 150 words, max 400 words*
18. 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. * *Length: min 150 words, max 400 words*

Best on-boarding experience

1. How many people did you hire in 2020? *
2. What are the key components to your on-boarding programme? How long the process takes? Please detail the different milestones. * *Length: min 150 words, max 400 words*
3. How has the pandemic impacted your on-boarding programme? What initiatives/plans did you put in place to overcome your challenges? (software, new processes, tools, teams....) * *Length: min 150 words, max 400 words*
4. 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. * *Length: min 150 words, max 400 words*
5. 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? * *Length: min 150 words, max 400 words*
6. Do managers and HR have access to relevant data and information to act on onboarding experience? *Length: min 150 words, max 400 words*
7. How do your organisation currently assess onboarding programme effectiveness? How often? * *Length: min 150 words, max 400 words*

8. What makes your on-boarding programme so unique? * *Length: min 150 words, max 400 words*
9. Please check this box if you would like to participate in a 3 min survey to understand your organisational maturity in delivering Employee Experience - all participants will receive a complimentary diagnostic report. *
 - Yes (go to page 10)
 - No

Best Leadership Development

1. How do your organisation currently assess leadership effectiveness? Please include the technology you are using, which metrics you are tracking, frequency...) * *Length: min 150 words, max 400 words*
2. Do you have a competency framework for Leaders / Managers and how often is it reviewed? * *Length: min 150 words, max 400 words*
3. How has the pandemic impacted your professional development programmes? What innovations and initiatives did you put in place to overcome your challenges? * *Length: min 150 words, max 400 words*
4. How has your organisation/HR team supported line managers communicating organisational change and fostering resilience during the pandemic? * *Length: min 150 words, max 400 words*
5. All managers have access to relevant data and information to act on Employee experience improvement? How frequently? * *Length: min 150 words, max 400 words*
6. How are leaders and managers empowered to upskill for the 'future of work'? * *Length: min 150 words, max 400 words*
7. Do you have an effective coaching / mentorship culture in the organisation? Please give examples *Length: min 150 words, max 400 words*
8. Please check this box if you would like to participate in a 3 min survey to understand your organisational maturity in delivering Employee Experience - all participants will receive a complimentary diagnostic report. *
 - Yes (go to page 10)
 - No

Best Well-Being Strategy

1. What are top of mind people priorities for your organisation? * *Length: min 150 words, max 400 words*
2. What metrics do you currently track and report to assess employee wellbeing? How often do you reach out to employees to gather their feedback? * *Length: min 150 words, max 400 words*
3. What are the challenges/obstacles that the organisation faced during the pandemic? Please include information that demonstrates the impact on the business/people. * *Length: min 150 words, max 400 words*
4. What measures/programmes have you implemented to improve mental health and wellbeing in your workplace since the beginning of the pandemic? * *Length: min 150 words, max 400 words*
5. 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. * *Length: min 150 words, max 400 words*
6. How was your strategy communicated to all employees? What were some of the channels you used? * *Length: min 150 words, max 400 words*
7. What do you think will be your biggest people challenge in 2021? * *Length: min 150 words, max 400 words*
8. Please check this box if you would like to participate in a 3 min survey to understand your organisational maturity in delivering Employee Experience - all participants will receive a complimentary diagnostic report. *
 - Yes (go to page 10)
 - No

Best HR Tech Innovation

1. What key business/people priorities the tech solution/innovation you implemented will solve for your organisation? * *Length: min 150 words, max 400 words*
2. What tech solution/innovation did you implement to overcome your challenges? What was your main objective? * *Length: min 150 words, max 400 words*

3. What were your selection criteria? How did the implementation go? * *Length: min 150 words, max 400 words*
4. What were some strategies that HR implemented that were drawn from the results of this innovation? * *Length: min 150 words, max 400 words*
5. How did you secure buy-in from the entire organisation? * *Length: min 150 words, max 400 words*
6. How was your strategy communicated to all employees? What were some of the channels you used? * *Length: min 150 words, max 400 words*
7. 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. * *Length: min 150 words, max 400 words*
8. How much of an impact you believe the innovation will have on your organisation over the next 12 months *
 - No impact
 - Moderate impact
 - Significant impact
9. Please check this box if you would like to participate in a 3 min survey to understand your organisational maturity in delivering Employee Experience - all participants will receive a complimentary diagnostic report. *
 - Yes (go to page 10)
 - No

Employee Experience Readiness Diagnostic

1. In my organisation, HR understands how people priorities align to business priorities *
 - 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
2. We have a well developed HR scorecard and reporting (e.g d&i, span, mobility, attrition, sentiment, time to fill etc) *
 - 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
3. In my organisation, we know what we want to prioritise (e.g Productivity, Engagement, Retention) and know how to get there *
 - 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
4. We have strong People Analytics capabilities in my organisation (either internally or through vendor partners) *
 - 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
5. We have a well established survey program that we use to listen to employees. *
 - Yes
 - No
6. If 'Yes' to above, how often do your employees have the opportunity to be heard [Select all that apply] *
 - Once or Twice a year
 - More often (Bi-weekly/Monthly/Quarterly)
 - Personalised listening for moments that matter in employee lifecycle

- Always on
7. Consistent and regular action is taken across all levels in the organisation driven by people data and insights *
- 1 (strongly disagree)
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 - 3
 - 4
 - 5 (strongly agree)
8. We are able to listen across multiple sources by combining information across platforms *
- 1 (strongly disagree)
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 - 3
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 - 5 (strongly agree)
9. All stakeholders (Leaders, HR, Managers, Employees) are aware of their role and responsibilities towards Employee experience *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
10. All relevant stakeholders have access to the data and information they need to act on Employee experience improvement *
- 1 (strongly disagree)
 - 2
 - 3
 - 4
 - 5 (strongly agree)
11. What does Employee Experience mean to you and why is it important for your organisation? * *Length: min 150 words, max 400 words*

Would you like to apply for another category? *

- Best people-centric culture
- Best analytics & employee listening strategy
- Best on-boarding experience

- Best Leadership Development
- Best Well-Being Strategy
- Best HR Tech Innovation
- No, thank you