

EEO TRUST
Work & Life
Awards 2011



Valuing People –
Creating Value

Diversity is a business reality for New Zealand employers. We all bring different perspectives, backgrounds, abilities and life experiences to work. Innovative, tailored work-life and diversity initiatives support everyone to reach their potential at work and contribute effectively to an organisation's productivity.

The EEO Trust Work & Life Awards celebrate forward-thinking employers who bring creativity and commitment to meeting today's employment challenges and preparing for tomorrow's. Their businesses succeed because they want their people to succeed and they are prepared to invest time, thought and energy into their wellbeing.

Talk with us about your workplace initiative. We can help you decide which category to enter. We can also help you prepare your entry, making the most of this opportunity for your team and your workplace to shine.



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“The work that we put into the EEO Trust Work & Life Awards entry reminded us of how much we had actually achieved through the SKIP programme. Months after winning both the Supreme Award and Work & Life/Diversity Initiative Award I'm still seeing articles about us and getting calls from outside The Warehouse about the awards and our programme. This has been immense for us as a team and The Warehouse as a whole.”

Aaron Greene

National Distribution Manager
The Warehouse Group
Supreme Award winner
EEO Trust Work & Life Awards
2010

“Participating in the awards is very important to us – it helps us to document and recognise the good initiatives we have working within the organisation – the things we do every day, as well as the new initiatives and programmes that we undertake. Having a formal and external process provides structure, and enables us to raise the profile of our activities across the wider organisation. It has helped us to draw out the good results we are getting along the way – and it is a very big part of celebrating what we do.”

David Timms

General Manager HR
IHC NZ
Entrant
EEO Trust Work & Life Awards
2010

Awards Categories

Tomorrow's Workforce Award

Tomorrow's workforce will look and act very differently compared to today's. Our workforce is ageing. Young people entering the workforce have different expectations than their parents had. Their parents' expectations of work have also changed. We need to find ways to recruit, retain and engage the very best people from the international talent pool. This award celebrates innovative responses to tomorrow's employment challenges.

Diversity Award

We are becoming a much more diverse country and this is reflected in our workplaces. We are older, younger, more culturally and ethnically diverse, and we have a bigger range of family/whanau structures. More of us do paid work for more of our lives. Organisations that strive to make the most of their diverse workforce through one or many initiatives are invited to enter this category.

Work & Life Award

This award celebrates organisations which tap into their employees' talents by recognising that work is usually one part of a rich and challenging life. They create environments which enable people to flourish at work and at home. Flexible working arrangements are usually an important part of the mix, along with a supportive workplace culture which encourages a healthy, happy and productive workforce. Organisations are invited to enter one or multiple worklife initiatives.

Skills Highway Award

Global competition for skilled people means New Zealand employers need to invest in their people to ensure their full potential is tapped, so that productivity and performance is improved and people's options at work and at home are not limited. This award celebrates workplaces which can show how they have helped improve their employees' reading, maths and communication skills and therefore improved business outcomes. We encourage collaborative entries from workplaces and other agencies.

Walk the Talk Award

Leaders who understand the benefits of diversity create healthy workplace cultures where everyone can maximise their skills and talents. This award celebrates leaders who exemplify excellence in managing a diverse workforce.

Supreme Award

The judges will consider winners from each category for a Supreme Award.

Selecting a category

If an entry best suits a different category from that which it is entered into, we will discuss the options with the entrant. We will not suggest a different category if it is likely to disadvantage the entrant in any way.

Entry Criteria

- Organisations or operating units of any size operating in the private, public and not-for-profit sectors in New Zealand may enter any category other than the Supreme Award.
- An organisation is welcome to submit distinctly different multiple entries for the Work & Life or Diversity Award.
- Walk The Talk Award entrants may nominate themselves or be nominated by their organisation with the nominee's permission and support.
- A winner in any category in 2010 may not enter that same category in 2011.

The judges will consider the constraints and opportunities arising from an organisation's size, structure and sector.

Please note: Winners will be selected at the sole discretion of the judging panel and awards may not be made for every category.

Entry deadline

The deadline for entries is:

12 noon on Thursday 19th May 2011.

We regret we cannot accept late entries.

How to enter

Contact the EEO Trust to indicate your interest, determine your eligibility and discuss which category (or categories) may be most appropriate for you. Anne-Marie Raleigh (09 580 4441 amraleigh@eootrust.org.nz) is happy to provide guidance and advice, and talk you through the entry process.

We recommend you review our publication, *Valuing people, creating value; Bringing work to life in 2010* which profiles EEO Trust Work & Life Awards 2010 winners and entrants. This publication is available **free of charge** to prospective entrants. To order a copy please contact the EEO Trust on 09 525 3023 or email admin@eootrust.org.nz.

The entry questions for each category are set out in the *Category Entry Questions* document available on the EEO Trust website at www.eootrust.org.nz/awards/awards.cfm.

For all categories other than the Walk The Talk Award, entries must not exceed six single-sided A4 pages. Walk The Talk entries must not exceed four single-sided A4 pages. However, in addition, you may include appendices, supplementary material and photographs with entries. Please provide the name, address, phone and email address of the entry contact person on the cover sheet template.

Please send **SIX** copies of your entry (including any appendices or supporting material) in printed format to:

Post option

EEO Trust
PO Box 12929
Penrose
Auckland 1642

Courier option

EEO Trust
Level 5, 56 Cawley St
Ellerslie
Auckland 1051

Send the main text of your entry in Word format to: admin@eootrust.org.nz.

Entry deadline

The deadline for entries is:

12 noon on Thursday 19th May 2011.

We regret we cannot accept late entries.

Awards dinner

The celebration of entrants and announcement of winners will take place at a dinner at Auckland War Memorial Museum on:

Thursday 25th August 2011.

Confidentiality

Entry information may be used for EEO Trust publicity and educational purposes but no material will be made public without entrants' prior approval.

Judges

A panel of experts in employment, work-life and diversity issues will judge the EEO Trust Work & Life Awards 2011.

Entry checklist

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- Deadline: Middy, Thursday 19 May

 - Provide 6 copies of your entry

 - Six single-sided pages plus supporting material

 - Walk the Talk entries four single-sided pages

 - Include the Entry Cover Sheet