

## 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@eetrust.org.nz](mailto:amraleigh@eetrust.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 2011* which profiles EEO Trust Work & Life Awards 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@eetrust.org.nz](mailto:admin@eetrust.org.nz).

You can also view clips about some of last year's entrants at [www.youtube.com/eetrust](http://www.youtube.com/eetrust)

The entry questions for each category are set out in the Category Entry Questions document available on the EEO Trust website at [www.eetrust.org.nz/awards/awards.cfm](http://www.eetrust.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. 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

Also send the main text of your entry in Word format to: [admin@eetrust.org.nz](mailto:admin@eetrust.org.nz).

## EEO TRUST Work & Life Awards 2012

### Entry deadline

The deadline for entries is:

**12 noon on Thursday 17th May 2012.**

We regret we cannot accept late entries.

### Awards dinner

The gala dinner will be held in Auckland on:

**Thursday 30th August 2012.**

### 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 2012.



Smart New Zealand employers create teams and cultures that value diverse perspectives, backgrounds, abilities and life experiences as a pathway to business success.

The EEO Trust Work & Life Awards showcase forward-thinking, innovative employers who create environments where everyone can perform to their potential and contribute effectively to an organisation's productivity.

No matter the size of your workplace, we encourage you to enter the EEO Trust Work & Life Awards to share your ideas and show employees and peers your commitment to diversity and work-life issues. Talk with us first – we can help you decide which category to enter and how to best present your workplace to the judges.

Make the most of this opportunity for your team and your workplace to shine. You can see last year's winning entries at [www.eeotrust.org.nz/awards/awards.cfm](http://www.eeotrust.org.nz/awards/awards.cfm).



**“Winning the Supreme Award has lifted the profile of Hawke’s Bay District Health Board and Programme Incubator nationally. The resulting publicity from radio, publications and networking has increased awareness about Programme Incubator and we have subsequently received invitations to present at conferences and promote the concept to new audiences.”**

**Wynn Schollum**  
Manager, Programme Incubator  
Hawke’s Bay District  
Health Board  
*Supreme Award winner  
and winner of Tomorrow’s  
Workforce Award 2011*

**“An EEO Trust Work & Life Award is important recognition for us. The event itself is a great opportunity to talk to and learn from other organisations with similar problems in today’s market, and it inspires you to think of new and innovative ways to tackle them.”**

**Paul Smith**  
Talent Acquisition Manager  
Deloitte  
*Tomorrow’s Workforce Award  
winner 2011*

## Awards Categories

### Tomorrow’s Workforce Award

New Zealand’s workforce is rapidly changing. Our increasingly diverse population offers the opportunity to engage with people from a vast range of backgrounds who bring new thinking styles and approaches to work. We need to engage, train and retain our young people, attract talented people from overseas and help them settle in New Zealand, as well as retain our experienced workers as they move towards retirement. This award celebrates innovative responses to tomorrow’s employment challenges.

### Diversity Award

The diversity of our population offers vast opportunities for tapping an array of talents and expertise. Many employers are experiencing the benefits of bringing together diverse people and encouraging their individual and collective innovation and creativity. Entrants in this category may be working with a particular group of staff or potential staff, or they may be taking a comprehensive approach to supporting their diverse workforce.

### Work & Life Award

Successful organisations recognise that people will thrive at work if their overall wellbeing is taken into account, particularly their commitments and interests outside work. Initiatives in this category may include flexible working arrangements, health and wellness programmes and a supportive workplace culture that encourages a healthy, happy and productive workforce.

### 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 that can show how they have helped improve their employees’ reading, maths and communication skills and how this has led to improved business outcomes. We encourage collaborative entries from workplaces and other agencies.

### Walk the Talk Award

Entrants in this category exemplify excellence in managing and supporting a diverse workforce. They value individual skills and talents and create teams where everyone can thrive. They are often committed to communicating the value of diversity beyond their own team or workplace.

### Supreme Award

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

### Selecting a category

If an entry is better suited to a different category, 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.

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## Entry Criteria

- Organisations or operating units of any size 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 Award or the 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 2011 may not enter that same category in 2012.

The judges will take into account 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.

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