

EEO TRUST
Work & Life
Awards 2010



Valuing People –
Creating Value

The EEO Trust Work & Life Awards celebrate employers who lead the way in making the most of New Zealand's increasingly diverse workforce. Their businesses succeed because they want their employees to succeed, regardless of who they are or where they come from. They rejoice in the people they employ and create environments in which everyone can thrive.

New Zealand employers who show innovation in their commitment to their people deserve to be recognised. We invite employers of all sizes, operating in any industry sector, to tell us your success stories so we can celebrate them and share them.

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

"Preparing the entry focussed us on the positives and the journey we have travelled to get where we are today. We became famous overnight. The benefits are far greater than we ever could have imagined. The advertising and media coverage we received and are still receiving is unbelievable."

Margaret Doyle

Practice Manager

BDO Taranaki Ltd

Winner

EEO Trust Work & Life Awards
2009

"Entering the Awards was a really safe process. It was easy and it was really rewarding."

Christine MacGregor

Executive Director

NZ Human Capital

Management

Goldman Sachs JBWere (NZ)

Entrant

EEO Trust Work & Life Awards
2009



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Valuing People – Creating Value

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.

Work & Life or Diversity Initiative Award

Work-life and diversity initiatives target opportunities for greater engagement and productivity. They recognise the complexity of people's lives and the difference a positive workplace initiative can make. Organisations can submit more than one entry in this category if they have a number of diversity or work-life initiatives.

Workplace 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 are invited to enter this category.

Workplace 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.

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.

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 Initiative 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 2009 may not enter that same category in 2010.

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 22nd July 2010.

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 (09 525 3023 amraleigh@eeotrust.org.nz) and Renee Schick (09 525 3023 rschick@eeotrust.org.nz) are 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 2009* which profiles EEO Trust Work & Life Awards 2009 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@eeotrust.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.eeotrust.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@eeotrust.org.nz.

Entry deadline

The deadline for entries is:

12 noon on Thursday 22nd July 2010.

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 28th October 2010.

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 2010.