



Award 12. 2degrees Champion Workplace

Category description:

The 2degrees Champion Workplace Award recognises businesses committed to the health and wellbeing of their organisation, building an environment for their employees to succeed, and in doing so creating a positive impact on engagement, culture and the performance of the organisation.

Who should enter:

Open to any organisation going the extra mile to establish positive and inclusive workplaces.

QUESTIONS

Question 1: THE PLAN

Exceptional workplaces don't come about by chance. What opportunities did you identify to enhance your workplace? (Word count: Maximum 400)

Things to consider:

- Tell us about how you identified the opportunities, and any challenges that prompted the call for action.
- Outline the goals you set and the strategies you created to achieve them.
- How did you go about involving your team in the identification and development of these strategies?
- Did the pandemic impact your plan? If so, how did your plan evolve?

Question 2: THE ACTION

Putting those plans into action is what makes the difference. How did you go about implementing your people strategy? (Word count: Maximum 500)

Things to consider:

- Talk us through the implementation of your strategies, what people practices, projects or policies have you undertaken, and any challenges you faced.
- How were your team involved in the roll out of the strategies?
- In what ways did you show effective leadership and management?
- How did you approach workplace inclusivity (equity/diversity)?
- Tell us how you developed and implemented these cultural shifts.



Question 3: **PERFORMANCE**

Measuring change is a useful way to see how far you've come. What tangible results have been achieved from changes you've made? (Word count: Maximum 500)

Things to consider:

- How have you measured success? (For example: engagement surveys, staff feedback or data analytics to qualify the effectiveness of your initiatives.) What evidence is there that positive change has occurred?
- How have changes positively contributed to workplace productivity and employee satisfaction? (For example: education in voluntary staff turnover, absenteeism, training and development hours, employee satisfaction)
- Share feedback you have had, and any rewards and recognition that you have received.

Question 4: **YOUR BUSINESS IMPACT**

Creating a positive workplace is important to your organisation. What positive social and environmental impact has your business had? (Word count: Maximum 400 words)

Things to consider:

- Staff wellbeing, sustainability, social responsibility activities and actions which demonstrate value and impact.

Question 5: **SUPPORTING INFORMATION**

What else would you like to share with us to support your entry? (Word count: Maximum 200 words)

SCORING

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