



People Development Programme

Skills and talent are crucial for the future of our profession. Organisations that are successfully delivering development programmes and enabling people to grow should be celebrated and their example shared with the industry. This category is open to workplace and facilities management teams, organisations and partnerships from any sector who can demonstrate best in class approaches to how people development and empowerment has made a significant contribution to the organisation. Entries must show sustainable change in their approach to people development and illustrate what is new or different from previous activities.

The IWFM Impact Awards 2021 recognise work and projects that were completed or operational over the last three years (since 1 January 2018).

Who should enter?

Entries are welcomed from innovative people development and empowerment programmes developed for teams of employees, working in a workplace and facilities management function or operation. Your team may be in-house, a supplier or specialist service provider, or may be a combination of employees working in partnership. Entries will not be accepted from initiatives which are planned, in development or in progress.

Entrant details

Full name

Job title

Organisation

Programme name, as you would like the entry to be referred to in the Awards process

Organisations involved

To help IWFM identify conflicts of interest in the judging process please list all organisations involved in this project or initiative, including agencies, suppliers or partners

Entry summary

Please provide a 50-word summary of your entry which (should you be named as a finalist) will be used at the Awards ceremony. Please write the summary in 3rd person and do not include any private or sensitive information as this may be available publicly.

What the judges are looking for

- Something that was innovative or different from previous approaches. Was a different tack needed under COVID-related conditions that delivered new or expected results?
- How has skills development of staff contributed to the overall performance of the business?
- The investment of apprenticeships and/or the development and succession of staff and the impact this has had on the business.
- Evidence to show the core achievements of the People Development Programme and the lasting impact on the organisation.

Entry criteria

- Judges are looking for concise information in each of the sections when assessing the entries.
- Each question will be scored, and incomplete questions will not attract a score.
- This is your opportunity to tell the judges why your team or project should be recognised and celebrated.
- Throughout your entry, please remember to include how your initiative has demonstrated diversity and inclusion, responsible practice and strategic integration.
- Please note, each section has a word limit detailed next to the question.
- Documents, charts or photos can be referenced and included in your supporting evidence document.

Entry questions

1. **Provide an executive summary of your entry to ensure that the judges or a person with no prior knowledge can quickly understand it.** *A recommended approach is to write this for a person with no prior knowledge of your area of expertise/industry.*
(400 words maximum)

- 2. Set out how the project or initiative is aligned with the organisational mission, vision and values – highlighting the core priorities and objectives.**
(400 words maximum)

- 3. Explain the project or initiative lifecycle – from inception through delivery and evaluation.** This could include how scope was defined and objectives were set; use of research and benchmarks and how organisational 'buy in' was achieved.
(400 words maximum)

6. What are the next steps for continuous improvement and building upon the impact of your project or initiative?
(250 words maximum)

7. Summarise your key learnings from the implementation of your project or initiative, and how you have shared these beyond your organisation.
(250 words maximum)