

# Terms and Conditions + Award Criteria



ROBERT WALTERS

## Terms and Conditions for New Zealand Leadership Awards

1. Robert Walters New Zealand Limited ('Robert Walters') is proud to present you with the New Zealand Leadership Awards event, due to take place on Thursday, 15 August 2024.
2. These Terms and Conditions incorporate the matters specified in the Nomination Form, including the Award Category Criteria and Judging for the New Zealand Leadership Awards 2024.
3. Nominees are not limited to Robert Walters' clients and any New Zealand business may apply/nominate.
4. Nominees must be prepared to meet requests for additional information from the judging panel.
5. Shortlisted nominees are required to undertake a 1-hour online interview with the judging panel (where supporting information/documentation may be requested).
6. Nominations must be made via here:  
<https://www.robertwalters.co.nz/microsites/new-zealand-leadership-awards.html>
7. Entries open on Monday, 4 March 2024.
8. Entries close on Friday, 24 May 2024.
9. Judging to begin from 27 May – 1 July 2024 by Robert Walters and selected judging panels.
10. No alterations will be permitted to entries after 5:00pm, Friday 24 May 2024. For any alteration requests prior to this cut off, please email [zeb.aupa'au@robertwalters.co.nz](mailto:zeb.aupa'au@robertwalters.co.nz)
11. The decision of the judges is final and no correspondence will be entered into without exception.
12. At any time Robert Walters may seek verification of any information or facts about a nominee (whether from the nominee or from a third party) and may request whatever document or evidence it deems necessary to verify matters about a nominee. Nominees consent to third parties being contacted for this purpose.
13. Failure by a nominator or a nominee to fully comply with any Robert Walters directions for information may result in Robert Walters no longer considering the nomination of the nominee.
14. Information contained within entries remain confidential to the judges. All materials and information provided will be destroyed 6 months after judging.
15. Robert Walters may in its absolute discretion, ignore any entry which is deemed to be offensive, untruthful or inappropriate, or otherwise tampers with the nomination process, or which otherwise does not comply with these Terms and Conditions.
16. Submission of nomination constitutes acceptance of the preceding Terms and Conditions.
17. In any case where there is doubt about the interpretation of the Terms and Conditions of the relevant Award Category, Robert Walters reserve the rights to interpretation of the Terms and Conditions of the relevant Awards Category in such a way to as to best achieve the principles of fairness and consistency.
18. By entering the New Zealand Leadership Awards, you acknowledge and agree that you grant Robert Walters and our related entities, including our sponsors (with the necessary consents in accordance with Privacy Laws) without charge an irrevocable, perpetual license and exclusive right to use, reproduce, publicly display, all Awards results and anything related to the New Zealand Leadership Awards as we see fit and across all our media channels, including but not limited to the purposes of recruitment services and promotional work.
19. By making a nomination, nominators consent to, and confirm they have the consent of the nominee, to the collection and use of their personal information in accordance with Robert Walters Privacy Policy.
20. If you have any privacy requests or queries please contact our Privacy Officer.
21. Robert Walters reserves the right to amend the Terms and Conditions at any stage, for any reason.

# Terms and Conditions + Award Criteria



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## New Zealand Leadership Awards - Award Category Criteria

### SME Business Leadership Award

Businesses with 0 to 50 FTE employees.

1. **Leadership Excellence:** The individual should display strong leadership skills, including the ability to inspire and motivate a smaller team, set clear business goals, and make effective strategic decisions.
2. **Innovation:** The individual should demonstrate the ability to drive innovation within the SME. This could involve creating new products, improving business processes, or finding unique solutions to business challenges.
3. **Employee Development:** The individual should show a commitment to employee development. This could be demonstrated by implementing effective training programs, fostering a positive work environment, or recognising and rewarding staff achievements.
4. **Social Responsibility:** The individual should display a commitment to ethical business practices and corporate social responsibility. This could involve championing initiatives that benefit the community, the environment, or the wider society.
5. **Resilience and Adaptability:** The individual should show the ability to adapt and thrive in changing market conditions. This could involve successfully steering the business through a difficult period or capitalising on new market opportunities.

### Large Business Leadership Award

Businesses with 50 or more FTE employees.

1. **Leadership Excellence:** The individual should display exceptional leadership skills, including the ability to inspire and motivate a large team, set clear objectives, and make strategic decisions.
2. **Innovation:** The individual should demonstrate the ability to drive innovation within the company. This could involve developing new products, improving business processes, or implementing innovative strategies.
3. **Employee Development:** The individual should show a commitment to employee development. This could be demonstrated by implementing effective training programs, fostering a positive work environment, or promoting from within.
4. **Social Responsibility:** The individual should display a commitment to ethical business practices and corporate social responsibility. This could involve championing initiatives that benefit the community, the environment, or the wider society.
5. **Industry Influence:** The individual should be a respected figure within their industry, contributing to industry standards, thought leadership, or influencing market trends.
6. **Resilience and Adaptability:** The individual should show the ability to adapt and thrive in changing market conditions. This could involve successfully steering the business through a difficult period or capitalising on new market opportunities.

### Entrepreneur/start up Leadership Award

1. **Leadership Excellence:** The individual should display strong leadership skills, including the ability to inspire and motivate a smaller team, set clear business goals, and make effective strategic decisions.
2. **Visionary Leadership:** The individual should exhibit visionary leadership, demonstrating the ability to set and communicate a compelling vision for the start-up, inspire the team and lead them towards that vision.

3. **Innovation:** The individual should demonstrate a strong capacity for innovation. This could involve developing unique products or services, disrupting traditional industry practices, or implementing innovative business models.
4. **Resilience:** The individual should show resilience and the ability to overcome challenges. This could be demonstrated by how they have navigated the start-up through difficult times or overcome obstacles in the business journey.
5. **Team Building & Development:** The individual should show a commitment to building and developing a strong team. This could be demonstrated by the quality of the team they've assembled, the culture they've created, or the professional development opportunities they provide.
6. **Social Impact:** The individual should show a commitment to making a positive social impact. This could be demonstrated by the start-up's mission, its corporate social responsibility initiatives, or its contributions to the community.
7. **Scalability & Future Potential:** The individual should demonstrate the potential for future growth and scalability of the start-up. This could be evaluated through the start-up's business plan, market size, or the scalability of its products or services.

### **Sustainability Leadership Award**

1. **Leadership Excellence:** The individual should display strong leadership skills, including the ability to inspire and motivate a smaller team, set clear business goals, and make effective strategic decisions.
2. **Vision and Strategy:** The individual should demonstrate a clear vision and strategic approach to sustainability. This involves setting sustainability goals, integrating them into business strategy, and promoting a culture of sustainability within the organisation.
3. **Innovation in Sustainability:** The individual should show a capacity for innovation in sustainability. This could involve developing sustainable products or services, implementing innovative green processes, or driving sustainable practices within the industry.
4. **Implementation and Execution:** The individual should demonstrate effective implementation and execution of sustainability initiatives. This could involve successfully reducing the organisation's carbon footprint, improving resource efficiency, or increasing the use of renewable energy.
5. **Advocacy and Influence:** The individual should act as an advocate for sustainability within their industry or community. This could involve influencing others to adopt sustainable practices, contributing to the development of sustainability standards, or actively participating in sustainability-focused events and organizations.
6. **Resilience and Adaptability:** The individual should demonstrate the ability to adapt sustainability strategies in response to changing circumstances. This could involve adjusting strategies in response to new environmental regulations, changes in market conditions, or emerging sustainability trends.
7. **Education and Communication:** The individual should show a commitment to educating others about sustainability. This could involve internal communication efforts to raise awareness among employees, initiatives to inform customers about the company's sustainability efforts, or public speaking engagements on the topic of sustainability.
8. **Long-term Commitment:** The individual should demonstrate a long-term commitment to sustainability. This could be evidenced by a track record of consistent sustainability efforts, plans for future sustainability initiatives, or a personal commitment to sustainable living.

### **Innovation Leadership Award**

1. **Leadership Excellence:** The individual should display strong leadership skills, including the ability to inspire and motivate a smaller team, set clear business goals, and make effective strategic decisions.
2. **Vision and Strategy for Innovation:** The individual should demonstrate a clear vision and strategic approach to innovation. They should have a strong ability to anticipate future trends, set a clear innovation direction, and integrate it into the organization's strategy.

3. **Innovative Thinking:** The individual should display innovative thinking, generating unique ideas and solutions. They should be able to challenge the status quo and think outside the box to solve complex problems.
4. **Execution of Innovative Ideas:** The individual should show a track record of successfully executing innovative ideas. This could involve developing new products or services, implementing innovative technologies, or introducing new business processes.
5. **Culture of Innovation:** The individual should foster a culture of innovation within their team or organization. They should encourage creativity, risk-taking, and continuous learning among their colleagues.
6. **Collaboration and Teamwork:** The individual should show the ability to collaborate effectively with others to drive innovation. This could involve working with cross-functional teams, partnering with external organisations, or leveraging diverse perspectives to generate innovative ideas.
7. **Resilience and Adaptability:** The individual should demonstrate resilience and adaptability in the face of challenges or setbacks. They should be able to pivot and adjust their innovative ideas based on feedback or changing circumstances.
8. **Advocacy for Innovation:** The individual should actively advocate for innovation within their organization, industry, or community. This could involve speaking at industry events, publishing thought leadership articles, or mentoring other innovators.

### **ED&I Leadership Award**

1. **Leadership Excellence:** The individual should display strong leadership skills, including the ability to inspire and motivate a smaller team, set clear business goals, and make effective strategic decisions.
2. **Vision and Commitment:** The individual should demonstrate a clear vision and commitment to promoting equality, diversity and inclusion (ED&I) within the organization. They should set clear ED&I goals and integrate them into the organization's overall strategy.
3. **Policies and Practices:** The individual should have implemented policies and practices that promote a diverse and inclusive workplace. This could include flexible working policies, inclusive hiring practices, or initiatives to support underrepresented groups.
4. **Promotion of Diversity:** The individual should actively promote diversity within the organization. This could involve advocating for diverse representation at all levels of the organization, promoting diverse role models, or celebrating diversity through events and initiatives.
5. **Inclusive Leadership:** The individual should demonstrate inclusive leadership, treating all individuals with respect, valuing diverse perspectives, and fostering a sense of belonging for everyone in the organisation.
6. **Training and Development:** The individual should ensure that employees are trained on the importance of ED&I. This could involve implementing diversity training programs, promoting continuous learning on ED&I issues, or providing resources for self-directed learning.
7. **Measurement and Accountability:** The individual should hold themselves and others accountable for promoting ED&I. This could involve setting measurable ED&I targets, tracking progress towards these targets, or incorporating ED&I metrics into performance evaluations.
8. **Advocacy and Influence:** The individual should act as an advocate for ED&I within their industry or community. This could involve influencing others to adopt inclusive practices, contributing to the development of ED&I standards, or actively participating in ED&I-focused events and organizations.

### **Community Leadership Award**

1. **Leadership:** The individual should display exceptional leadership skills, including the ability to inspire and motivate others, set clear objectives, and make strategic decisions that benefit the community.
2. **Commitment and Dedication:** The individual should demonstrate a strong commitment and dedication to their community.
3. This could be shown through regular involvement in community activities, initiatives, or organizations.

3. **Positive Impact:** The individual should have made a positive impact on the community. This could be shown through specific projects they have led, changes they have advocated for, or the influence they've had on community policies or practices.
4. **Collaboration and Engagement:** The individual should show strong collaboration and engagement with various community members and groups. They should be able to build relationships, foster cooperation, and work effectively with diverse groups within the community.
5. **Innovation:** The individual should demonstrate the ability to drive innovation within the community. This could involve developing new community initiatives, improving community services, or finding creative solutions to community challenges.
6. **Advocacy:** The individual should act as an advocate for the community. This could involve representing the community's interests in broader conversations, influencing decision-makers, or campaigning on issues that matter to the community.
7. **Sustainability:** The individual should show a commitment to the long-term sustainability of the community. This could involve advocating for environmentally friendly practices, promoting sustainable development, or working to ensure the community's resources are used responsibly.

### **Public sector Leadership Award**

1. **Leadership and Vision:** The individual should demonstrate strong leadership skills and a clear vision for public service improvement. They should be able to inspire and motivate their team, set clear goals and make strategic decisions that benefit the public.
2. **Public Service Delivery:** The individual should have a record of excellence in public service delivery. This could be measured by the effectiveness of the services they manage, the satisfaction of those who use these services, or their ability to meet or exceed service delivery targets.
3. **Innovation in Public Sector:** The individual should show a capacity for innovation in the public sector. This could involve developing new methods of service delivery, implementing innovative technologies, or introducing new policies that improve public services.
4. **Collaboration and Partnerships:** The individual should demonstrate the ability to collaborate effectively with other public sector organizations, private sector companies, and community groups to improve public services.
5. **Public Trust and Transparency:** The individual should uphold and promote public trust and transparency. This could involve maintaining high ethical standards, promoting open communication, and ensuring accountability in their organization.
6. **Employee Development:** The individual should show a commitment to developing their staff. This could be demonstrated by the training opportunities they provide, the professional development of their team members, or the culture of continuous learning they foster.
7. **Social Impact:** The individual should demonstrate a commitment to making a positive social impact. This could be shown by the public policies they champion, the social outcomes they achieve, or their efforts to address social issues in their community.

### **Pacifica Leadership award**

1. **Leadership:** The individual should display exceptional leadership skills, including the ability to inspire and motivate others, set clear objectives, and make strategic decisions that benefit the Pacifica community.
2. **Commitment to Pacifica Values:** The individual should demonstrate a strong commitment to upholding and promoting Pacifica values, traditions, and culture.
3. **Positive Impact:** The individual should have made a significant positive impact on the Pacifica community. This could be through specific projects they have led, changes they have advocated for, or the influence they've had on policies or practices.
4. **Advocacy:** The individual should act as a strong advocate for the Pacifica community. This could involve representing Pacifica interests in broader conversations, influencing decision-makers, or campaigning on issues that matter to the Pacifica community.
5. **Collaboration and Engagement:** The individual should demonstrate strong collaboration and engagement with various Pacifica community members, groups, and organizations. They should be able to build relationships and work effectively with diverse groups within the community.

3. **Preservation of Culture:** The individual should show efforts in preserving and promoting Pacifica culture and heritage. This could involve organizing cultural events, teaching traditional practices, or contributing to cultural preservation projects.
4. **Education and Mentorship:** The individual should play a significant role in educating and mentoring others in the Pacifica community, fostering the next generation of Pacifica leaders.
5. **Sustainability:** The individual should demonstrate a commitment to sustainable practices that protect and preserve the natural environment of the Pacifica region.

### **Māori Leadership award**

1. **Leadership:** The individual should display exceptional leadership skills, including the ability to inspire and motivate others, set clear objectives, and make strategic decisions that benefit the Māori community.
2. **Commitment to Māori Values:** The individual should demonstrate a strong commitment to upholding and promoting Māori values, traditions, and culture, including the principles of the Treaty of Waitangi.
3. **Positive Impact:** The individual should have made a significant positive impact on the Māori community. This could be through specific projects they have led, changes they have advocated for, or the influence they've had on policies or practices.
4. **Advocacy:** The individual should act as a strong advocate for the Māori community. This could involve representing Māori interests in broader conversations, influencing decision-makers, or campaigning on issues that matter to the Māori community.
5. **Collaboration and Engagement:** The individual should demonstrate strong collaboration and engagement with various Māori community members, groups, and organizations. They should be able to build relationships and work effectively with diverse groups within the community.
6. **Preservation of Culture:** The individual should show efforts in preserving and promoting Māori culture and heritage. This could involve organizing cultural events, teaching traditional practices, or contributing to cultural preservation projects.
7. **Education and Mentorship:** The individual should play a significant role in educating and mentoring others in the Māori community, fostering the next generation of Māori leaders.
8. **Sustainability:** The individual should demonstrate a commitment to sustainable practices that protect and preserve the natural environment of the Māori region.