

# WORKPLACE EXCELLENCE AWARDS 2026

## HR Strategy of the Year

This award recognises organisations that have developed and delivered a clear, effective HR strategy that supports business performance, strengthens employee engagement, and delivers measurable results.

Submissions should be no more than 2000 words in total, including a 250-word summary. Supporting materials (charts, visuals, data) may be included where relevant.

Summary	In no more than 250 words, outline your HR strategy, its objectives, and the key impact it has delivered.
Strategic Context	Provide a brief overview of the organisation and the context in which the HR strategy was developed. What challenges, business needs or workforce issues led to this strategy?
HR Strategy & Key Actions	Provide a clear outline of your HR strategy and its main priorities. Describe the key actions or initiatives implemented and explain why these were chosen.
Implementation	Explain how the strategy was delivered across the organisation. Include how it was communicated, embedded, and supported by leadership and management.
Measurable Impact	Detail the outcomes achieved as a result of the HR strategy. Submissions should focus on evidence and results where possible, such as improvements in areas such as (Employee retention, Engagement, Performance, Productivity, Cost Efficiency)
Why This Strategy Stands Out	Explain what differentiates your HR strategy from a standard approach. This may include innovation, scale of impact, or how effectively it addressed key organisational challenges.

## Essential tips for a successful entry

A successful application should clearly address each of the sections above. Marks will be awarded based on the evidence provided.

Use the headings shown to structure your answers and ensure each section is fully covered.

Focus on outcomes and measurable results. Include clear examples of successes such as systems, innovations or initiatives that have delivered tangible benefits.

Concentrate on facts that can be substantiated. Supporting materials (charts, visuals, documents) are encouraged where they strengthen your submission.

**Only the first 2000 words of core content will be assessed.**

Please note when submitting supporting documents online, our site has a 10MB limit per upload. If any file in your supporting material exceeds this, please contact us on [info@workplaceexcellenceawards.ie](mailto:info@workplaceexcellenceawards.ie)