

WORKPLACE EXCELLENCE AWARDS 2026

HR Team of the Year

This award recognises HR teams that have delivered outstanding performance, supported their organisation effectively, and made a measurable impact on employee experience, culture and business outcomes.

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 team's role, key achievements, and the impact delivered over the past 12 months.
Organisational Context	Provide a brief overview of the organisation, including size, sector, and workforce profile.
Team Structure & Role	Outline the structure of the HR team, key responsibilities, and how the team supports the wider organisation.
Key Deliverables & Initiatives	Detail the most significant work delivered by the HR team over the past 12 months. This may include projects, programmes, or improvements across areas such as recruitment, retention, engagement, performance, or organisational change.
Measurable Impact	Explain how the HR team has influenced business performance and employee outcomes. This may include impact on employee engagement, retention, performance, culture, organisational effectiveness)
Evidence of Results	Provide measurable outcomes that demonstrate the success of the HR team's work. Include data or examples where possible to support your claims.
Why This Team Stands Out	Explain what differentiates your HR team from others. This may include the scale of impact, quality of delivery, collaboration across the organisation, or ability to deliver results in challenging circumstances.

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