

# WORKPLACE EXCELLENCE AWARDS 2026

## WEA Best Place to Work - Emerging / Start Up Business

This award is presented to a high-growth organisation (typically under 5 years old) that has demonstrated the ability to build a fair, inclusive, and high-performing environment from the ground up. The winner will show how they have embedded equity into their foundational systems to help their team achieve targets

Please note that your document should be **no more than 2000 words in total, which includes your 250 word summary.**

You may additionally include attachments (visuals, photos, charts, etc) that you think would help your application.

Summary	In no more than 250 words summarise why your organisation deserves to win this Award. Please include organisation size and nature of your business.
Company Culture	Discuss your companies approach to culture, diversity, and promoting an inclusive environment for its workforce.
Staff Development	Outline your approach to staff development. How do you ensure equal access to mentorship and scaling opportunities for all team members.
Staff Rewarding Systems in Place	Outline rewarding systems you implement for staff and how you feel it enhances their performance.
Staff Appraisal	Outline the staff appraisal process, and how it enhances performance.
Energy and Motivation	Examples of going above and beyond to motivate self and others, communication/sharing of goals/values/vision to others in the organisation, initiatives implemented.
Employee Feedback	Do you give your staff the opportunity to provide feedback to management? Give examples.

### Scoring (100 Points Total)

- Summary: 5
- Organisational Context: 10
- Staff Development: 20
- Staff Rewarding Systems in Place: 20
- Staff Appraisal: 20
- Energy and Motivation: 20
- Employee Feedback: 5

### Tips for a Successful Entry

- Answer each section clearly using the headings provided. Marks will be based on the evidence you include.
- Focus on what you did and the results it delivered. Include data where possible.
- **Only the first 2000 words of your entry will be assessed.**
- There is a 10MB limit per file for supporting documents. Contact the awards team if needed.