

WORKPLACE EXCELLENCE AWARDS 2026

Best Workplace for Learning & Development

Excellence in Learning and Development refers to the practice of creating and implementing effective, efficient, and impactful learning programs and processes for individuals and teams across your organisation, leading to improvement of knowledge and skills, often with the goal of enhancing performance.

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
Organisation Background	Outline the size (number of employees) and nature of your organisation
Learning and Development Strategy Overview	Demonstrate how the learning and development strategy has benefited the organisation and outline the organisations needs that prompted it. Was there a needs analysis done, research into the type of strategy suited to the organisation etc
Implementation	Provide an overview of how the learning and development strategy was implemented and communicated to the business. How was it addressed with staff, was there any incentive for staff to participate actively
Challenges	Describe the challenges that were faced in introducing and implementing the strategy and how these were overcome
Outcomes & Results	Highlight the outcomes of the learning and development strategy. Provide evidence of how the success of the strategy was measured
Sustainability	Provide evidence of the commitment to the strategy within the organisation and what future plans are in place to improve on the current strategies

Scoring (100 Points Total)

- Summary: 5
- Organisation Background: 5
- Learning & Development Strategy Overview: 25
- Implementation: 25
- Challenges: 5
- Outcomes & Results: 25
- Sustainability: 10

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.