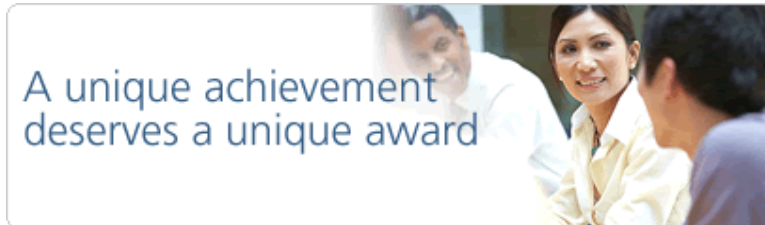


# International Federation of Training & Development Organisations

## IFTDO Global HRD Award 2012



### Introduction

After the great success of IFTDO Global HRD Awards 2009, 2010 and 2011, IFTDO announces **the IFTDO Global HRD Award 2012**. Each year, the International Federation of Training and Development Organizations (IFTDO) recognize the projects that have made a real difference, as well as the effort and application of the people who have made them possible. The awards have been donated by the Court of the Prime Minister of Bahrain and Dubai Police Academy.

We are also very pleased to announce that for this year only, the Canadian Society of Training and Development has donated an additional special award to be presented at the 41<sup>st</sup> IFTDO World Conference. This special award relates to the training of indigenous peoples, from anywhere around the world, and will be titled 'The CSTD Award for Excellence in Training of Indigenous Peoples'. This award will be judged in the same manner as the other IFTDO Global Awards.

The winners of the IFTDO Global HRD 2012 Award and the CSTD Award will be announced at the 41<sup>st</sup> IFTDO World Conference to be held at The Sheraton Hotel Kuwait City, Kuwait from the 15<sup>th</sup> to 18<sup>th</sup> April, 2012

### IFTDO Award Categories

There will be two categories where submissions can be made. These are:

1. **Best HRD Practice:** A submission showing best practice in the areas of Human Resource Development or Organisation Development. The submission should be able to demonstrate how their initiative contributed to business growth through the use of HRD systems and strategies.

2. **Improved Quality of Working Life:** A submission which has a societal level focus which describes an initiative that has improved the quality of working life for any group using training/development as a primary tool for successful implementation. We will be particularly please to welcome entries which focus on developing countries.

### **The IFTDO Awards**

There will be two Awards-(i) A Winner who would receive a prize of \$5000 and a memento to note their achievement, and (ii) A Runner-up who would receive a prize of \$2000 and a memento to note their achievements. Winner and Runner-up will not be from same category. In addition some Certificates of Merit may also be awarded to organizations with notable achievements.

In addition, the cost of cheapest economy air fare plus 2-night hotel accommodation for one representative each of the Winner and the Runner-up for attending the Award ceremony will be met by IFTDO. Certificates of Merit awardees, if any, will have to come to the Award ceremony at their own cost.

### **The CSTD Award for Excellence in Training of Indigenous Peoples**

There will be one additional Award donated by the Canadian Society for Training and Development (CSTD). The winner will receive a prize of \$2500 and cheapest economy air fare plus 2 – night hotel accommodation for one representative of the Winner for attending the Award ceremony.

### **The Benefits**

There's no better way of achieving immediate recognition amongst the Global HRD community and with your colleagues and peers than by winning The IFTDO Award. It's also an accolade that reflects on your organization, helping to raise its profile with stakeholders including customers, partners, suppliers and future employees.

The Awardees will be highlighted in the IFTDO newsletter and website and may also be publicized in our member organization publications such as ISPI's PerformanceExpress, HRD Ireland, CSTD and BSTD Newsletters, People Management in the UK and many others which are regularly read amongst your professional peers.

### **Entry Criteria**

Entries come from a wide range of sources – from individuals, small family-run businesses right through to large corporations, government departments and NGO's. Anyone with detailed understanding of a people project can submit an entry.

Successful entries will demonstrate how a particular business or organizational performance issue or opportunity was tackled through an HRD initiative. They will also show how business or organizational performance was enhanced as a result. This might be through increased growth and profitability, but can also be related to more specific objectives in NGO's and Not for Profit organizations. At all times, the judges will be looking for evidence of innovation and creativity that sets new standards in best practice.

For the CSTD award the entry must demonstrate excellent practice in the training of indigenous peoples. A list of indigenous peoples around the world is available from UNITAR (The United Nations Institute for Training and Research) <http://www.unitar.org/the-institute>

### **Guidance Notes**

The IFTDO Award judges will be looking for three key attributes:

- Firstly how HRD initiative overcame a particular business issue opportunity or organizational problem.
- Secondly, the direct impact this had on the overall business or organizational performance, whether in terms of growth, profitability or meeting specific objectives. For the second award category and the CSTD award, focus will be placed on improvement of the quality of working life and societal benefits.
- Good structure and presentation of the submission

Particular attention will be paid to innovative and creative solutions which set new standards of best practice in the HRD aspects of people management.

### **How to Enter**

Rules of Entry and Entry forms are available via the IFTDO website [www.iftdo.net](http://www.iftdo.net) Entries may be submitted by IFTDO member organizations as well as by other organizations who are presently not members of IFTDO. The entries include a brief overview of the project being submitted for consideration. This should be no more than 1,000 words. Entries can be submitted by organisations as well as individuals.

### **The Judging Process**

There is an international panel of Judges consisting of eminent persons in the HR field. The judging process for the IFTDO Award falls into two main stages:

#### ***Stage one***

Stage one is the key assessment process to determine which entries will proceed to the judging day. This is based on the review of the information submitted with the entries.

## ***Stage two***

A shortlist of finalists will be selected from stage one. If considered necessary, representatives from concerned organisations may be invited to a judging teleconference or meeting or further submission.

The Awards will be decided and the Awardees will be informed within 2 weeks of the closing date of the Awards.

## ***Presentations of Awards***

Awards will be presented at the Awards ceremony, to be held will be held during IFTDO World Conference in ***The Sheraton Hotel, Kuwait City, Kuwait from the 15<sup>th</sup> to 18<sup>th</sup> April, 2012***, where the Winner, Runner-up and Certificate of Merit awardees of IFTDO Global HRD Award and the recipient of CSTD Award will receive their awards and acknowledgements at an international Reception.

## **Please send entries by email to**

Dr. Uddesh Kohli, Secretary General, IFTDO

at [sgiftdo@gmail.com](mailto:sgiftdo@gmail.com) or [ukkohli@yahoo.co.in](mailto:ukkohli@yahoo.co.in)

**Entries must be received before 5 pm (GMT) on *February 29, 2012***