



HOSPITALITY
AWARDS

**BEST
HUMAN
RESOURCES
MANAGEMENT
PROGRAM**

XI

Rendez-vous le 15 novembre 2010
Save the date: November 15th 2010
InterContinental Paris Le Grand
www.hospitalityawards.com

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BEST HUMAN RESOURCES MANAGEMENT PROGRAM

This Award will be attributed to a program that reveals the deterrent nature of the human resources policy in terms of recruitment, new employees integration, origins diversity, career development, performance assessment, motivation of the personnel, company spirit...The program will be assessed according to three complementary criteria:

1. The process or project's deterrent nature for the benefit of the staff
2. Originality of the actions taken and partnerships contracted with training organisms or other partners
3. Measurable efficiency regarding the staff's loyalty, personnel turnover and advancement to senior positions

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DESCRIPTION

- Describe which area is concerned: management procedures, recruitment, staff motivation, internal organization, professional training...
- What are the main innovative aspects and the main advantages?

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OBJECTIVE AND SCOPE OF THE INITIATIVE

- Who introduced the initiative?
- When was it developed, and implemented?
- What are the main advantages of this initiative?
- Which staff categories are concerned?
- How many structures are concerned?
- Did you use external partners to develop the program?

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IMPLEMENTATION AND CONTROL

- Which implementation procedure will be used to develop the concept in the hotels?
- What are the scope and deadline of the sessions and programs of necessary training?
- What is the total cost of the implementation?
- What procedures are used to control and evaluate the project?

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INFORMATION AND STAFF RESPONSE

- How are employees informed about this initiative?
- What is the staff response?

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RESULTS AND IMPACT

- Can you measure the impact and the results of the initiative in terms of:
 - Staff loyalty,
 - Staff motivation,
 - Good social spirit,
 - Brand awareness,
 - Business performance,
 - Improvement of the productivity?
- Have you reached all the goals that were set?

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PROGRAM PERSISTENCE

- What is the level of durability of the initiative?
- Are you planning to go further with an additional or complementary stage?
- To which extent this initiative is a part of your communication strategy?

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INFORMATION

Please feel free to attach any additional information or document to this questionnaire that you believe would be useful (TV ads, DVD, ads, posters, press file, etc.) and mail them with your candidacy file.

Please try not to go above 15 slides. It is important to include some pictures (your presentation might be broadcasted during the ceremony).

A one-minute film presenting your project is highly recommended.

The finalists will be asked to provide a one-minute film which will be broadcasted during the ceremony.

Please note that a high-resolution logo of your brand (Illustrator vector) is required.

Submission deadline is September 17, 2010

For any further information, please contact us
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