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HR EXCELLENCE AWARDS 2026/27



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About HKIHRM



Established **since 1977** by Mr Peter Barrett as a non-profit-making organisation in Hong Kong



The **leading** and **most representative** professional HR institute in Hong Kong



HKIHRM is represented by leading HR professionals from major corporations with a membership base of more than **5,000 members**, of which around **500** are **corporate members**

About the Awards

- The Oscars of HR Profession in Hong Kong
- Recognise organisations and individuals who achieve business success through outstanding people strategies and practices



Awards Organising Committee Members



Theresa Lui
(Chairperson)



Ian Choy
(Advisor)



Fanny Chan



Priscilla Chau



Miko Cheung



Bessie Chong



Joey Chung



Joyce Ho



Fanny Lau



Jennifer Tam



Benjamin Wong



Brian Wong



Fanny Wong



Janet Yeung



**HR Excellence Awards 2026/27
Categories & Eligibility**

Eligibility



Open to organisations from any sector or size that operate business in Hong Kong and other GBA cities or Asia-Pacific areas



Participants may apply for different awards of each category and compete for more than one category



Entrants may compete for more than one award category and are allowed to submit more than one entry under each award category. The initiative/project should have been implemented in the past 24 months (namely **between 1 April 2024 and 31 March 2026**) with proven results and quantifiable achievements

Main Awards of the Year



Grand Award of the Year

The Grand Award of the Year will be granted to the organisation that meets the following requirements:

- ✓ Submission of the **highest number of entries** within Organisational Category – Grand Awards
- ✓ The organisation that obtains the highest average score across the above entries

The Judging Panel has the right to make the final decision.



Excellent HR Leader Award

- This distinguished award will be nominated by the Executive Council of the HKIHRM.
- This prestigious award recognises an individual who exemplifies excellent HRM professionalism, enhances the influence of the HRM profession and has made an outstanding contribution to the HR community.



Main Awards of the Year

- Excellent Employer of the Year

Free entry for eligible organisations



Submitting a minimum of **1** entry in the **Organisational Category – Grand Awards** and receiving at least **1 Elite Award** or higher grading



Submitting a minimum of **2** entries in the **Organisational Category – Sub-Category Awards** and receiving at least **2 Elite Awards** or higher grading

***Organisations meeting all of the above criteria will automatically be eligible for this award. The results will be communicated in Q4 2026.**



Three-year Recognition Award

[Free Entry for organisations meeting the criteria]

- Recognising organisations that have achieved Excellence/Elite/Merit across any category for three consecutive years from 2024/25 Award edition onwards.
- Organisations meeting all of the above criteria will automatically be eligible for this award. The results will be communicated in Q4 2026.
- **Last year's winner will not be eligible for this Award.**



2026/27 HR Excellence Awards – Award Categories

Organisational Category – Grand Awards

1. Grand Award of Change Management
2. Grand Award of Diversity & Inclusion
3. Grand Award of Employee Experience
4. Grand Award of Employee Wellbeing
5. Grand Award of ESG Initiatives
6. Grand Award of HR Digitalisation
7. Grand Award of Innovation
8. *Grand Award of Learning and Development
9. *Grand Award of Strategic AI Application
10. Grand Award of Talent Management

Organisational Category – Sub-Category Awards

1. Age-Friendly Workplace Award
2. Best Workplace Award
3. Community Caring Award
4. Corporate Governance Award
5. Disability-Friendly Employment Award
6. Employee Benefits Award
7. Employee Happiness Award
8. Employer Branding Award
9. Family-Friendly Practices Award
10. *Next Generation Talent Attraction Award
11. Green Achievement Award
12. HR Analytics Award
13. Learning Technology Award
14. Management Trainee Programme Award
15. Talent Acquisition Award
16. Talent Policy Pioneer Award

*New Awards

HR Service Provider Category

1. *AI Solutions Provider Award
2. *Employee Benefits Provider Award
3. Executive Development Programme Provider Award
4. Innovation Provider Award
5. Learning & Development Provider Award
6. Payroll Provider Award
7. Talent Acquisition Provider Award
8. The Most Popular Recruitment Platform Award
9. Wellbeing Provider Award

HR Team Category

Outstanding HR Team Award

GBA Category & NGO Category

1. Change Management Award
2. Diversity & Inclusion Award
3. Employee Experience Award
4. Employee Wellbeing Award
5. Employer Branding Award
6. ESG Initiatives Award
7. HR Digitalisation Award
8. Innovation Award
9. Talent Management Award

SME Category

1. Employee Experience Award
2. Employee Happiness Award
3. Family-Friendly Practices Award
4. Innovation Award

Individual Category

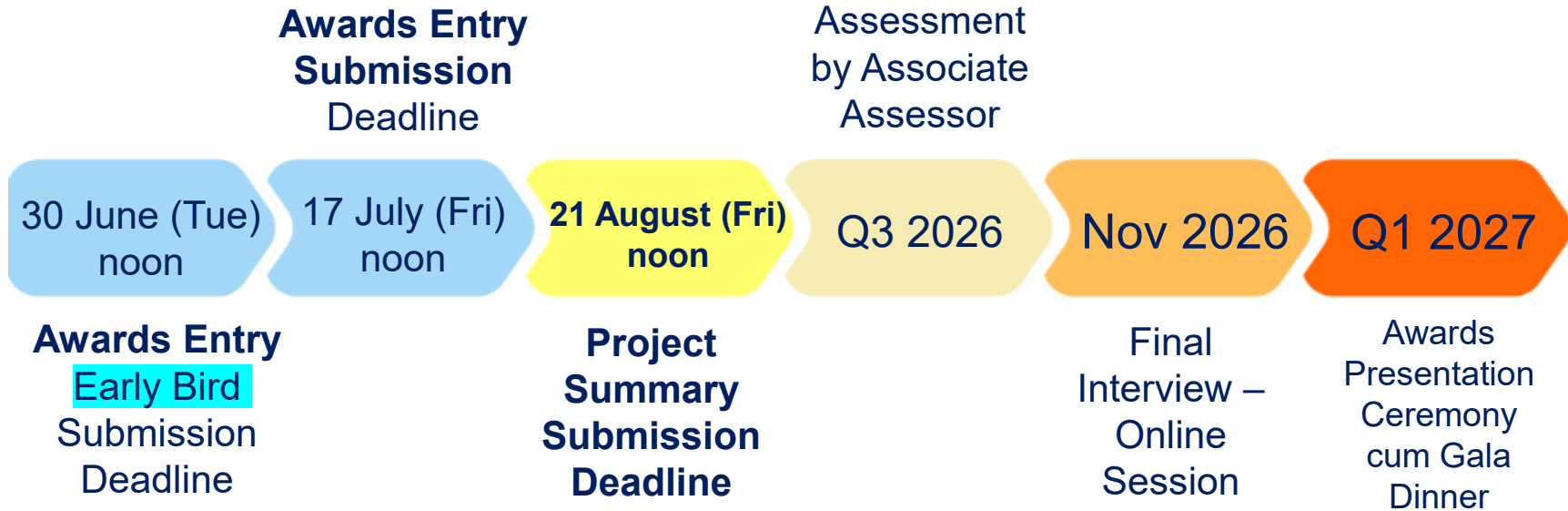
1. HR Professional Award
2. Rising Star Award





HR Excellence Awards 2026/27 Timeline

Timeline



Assessment & Judging

- Organisational Category – Grand Awards
- HR Service Provider Category
- GBA Category
- NGO Category
- SME Category
- HR Team Category
- Individual Category

Project Summary Submission

Assessment by Associate Assessor

Final Interview

TWO highest scoring candidates will be invited to the Final Interview

Finalists will be invited for a 15-minute interview with the Judging Panel, including a 10-min presentation and 5 min for Q&A

Awards Ceremony cum Gala Dinner

Winners will be honoured with one of the below awards:

- Excellent Award
- Elite Award
- Merit Award
- Professional Practice

Organisational Category – Sub-Category Awards

Project Summary Submission

Assessment by Associate Assessor

Assessor / Judging Panel will evaluate each entry based on the submitted Project Summary.

Awards Ceremony cum Gala Dinner

Winners will be honoured with one of the below awards:|

- Excellent Award
- Elite Award
- Merit Award
- Good Practice



HR Excellence Awards 2026/27
Awards Entry Fee

Entry Fee

**Early Bird
Until 30 June**

**Regular
Until 17 July**

Category	Early Bird Until 30 June			Regular Until 17 July	
	HKIHRM Member	Non-Member	Bundle offer *1 year corp. membership (valued: HK\$9,000)	HKIHRM Member	Non-Member
Organisational Category Grand Awards	HK\$11,000	HK\$16,500	HK\$15,800	HK\$13,800	HK\$19,200
Organisational Sub-Category Awards / HR Service Provider Category / GBA Category / HR Team Category	HK\$7,500	HK\$13,200	HK\$12,500	HK\$8,800	HK\$14,400
NGO Category / SME Category/ Individual Category	HK\$2,200	HK\$4,200	N/A	HK\$2,800	HK\$4,200

Bundle Offer (For Non-Members)

Non-members can apply for the Bundle Offer, which includes a 1-year corporate membership (valued at HK\$9,000).

Example (If you apply TWO Grand Awards):

- Without bundle offer: $\text{HK\$}16,500 \times 2 = \text{HK\$}33,000$
- With bundle offer: $\text{HK\$}15,800 + \text{HK\$}11,000 = \text{HK\$}26,800$

✔ Save HK\$6,200 + enjoy membership

Note: For new members only (not applicable to renewals)



HR Excellence Awards 2026/27
Judging Criteria

Judging Criteria - Assessment



Organisational Category (Grand Awards & Sub-Category)/GBA Category/HR Team Category/NGO Category/SME Category

Part 1: Methodology of the initiative/ project (20%)

- Core concept
- Project objectives and expected goals

Part 2: Execution of the initiative/project (35%)

- Approach used to deliver the message of the initiative/project and its effectiveness
- Management of stakeholders' expectations

Part 3: Achievement and outcome (35%)

- Intangible and quantifiable outcome evaluation
- Contribution to business performance and stakeholders of the organization

Part 4: Creativity, Innovation & Originality (10%)

- Strategic Innovation and Organisational Impact
 - Ethical Practice and Social Responsibility
-

Judging Criteria – Judging Panel



Organisational Category (Grand Awards / GBA Category/ HRSP Category/ HR Team Category/ NGO Category/ SME Category)

Part 1: Written Project Summary (10%)

- Clarity and relevance of project objectives and goals
- Demonstration of measurable outcomes and impact

Part 2: Methodology of the initiative/ project (10%)

- Core concept
- Project objectives and expected goals

Part 3: Execution of the initiative/project (35%)

- Approach used to deliver the message of the initiative/project and its effectiveness
- Management of stakeholders' expectations

Part 4: Achievement and outcome (35%)

- Intangible and quantifiable outcome evaluation
- Contribution to business performance and stakeholders of the organization

Part 5: Creativity, Innovation & Originality (10%)

- Strategic Innovation and Organisational Impact
- Ethical Practice and Social Responsibility

5 Tips for Writing a Winning Entry



UNDERSTAND THE CRITERIA

Carefully read the award criteria and ensure your entry addresses each requirement clearly.



PROVIDE EVIDENCE

Support your claims with data, examples, and testimonials that demonstrate your achievements and impact.



BE CLEAR AND CONCISE

Use straightforward language and get to the point. Avoid unnecessary complexity.



REVIEW AND EDIT

Proofread your entry for clarity and correctness. Consider seeking feedback from colleagues to enhance its quality.



ON TIME

Whether you are submitting your entry or project summary, or attending the technical rehearsal or final judging, please remember to join on time.

Apply Now!



Award Website



For the details, please refer to the Entry Guide



HR EXCELLENCE AWARDS 2026/27

The Oscars of
HR Profession Since 2012



1-on-1 Consultation Service for entries submitted before June

Thank you!

