



ACI EUROPE Human Resources Excellence Award 2024

AWARDS CRITERIA

JUDGING PANEL

The judging panel will include the Chair of the ACI EUROPE Leadership and Human Resources Forum, as well as the Chairs of the four other ACI Regional Human Resources Committees.

INTRODUCTION

ACI EUROPE in partnership with its Leadership and Human Resources Forum, wishes to recognise an HR department from amongst ACI EUROPE Regular Members that has demonstrated excellence in managing human resources and developing airport workforce for the future. The award aims to give exposure to initiatives that will help the airport community better assess and implement the new procedures and skills needed to develop its workforce. In assessing the applications, the judging panel will consider the various challenges facing HR directors and airport leaders, such as employee mobility, succession planning, training, well-being, change-management, sustainability and digitalisation. In maintaining this award as part of its Best Airport Awards suite, ACI EUROPE aims to emphasise that HR management is crucial for the strategic development of an airport and contributes to the social and economic fabric of the airport community, efficiency initiative, training, awareness, community engagement, etc.

AWARD CRITERIA

This year, the focus of the award is on Leadership Competence: How HR is supporting Leadership capability and transformation in the changeable workplace.

ACI EUROPE airport members in good standing are eligible to apply by submitting one paper detailing recent HR initiatives and achievements contributing to Leadership.

The application should be no more than 12 A4 pages, including references and appendices. The paper should provide insightful and structural analysis and/or case study on the recent HR initiatives and/or program development. It is recommended that candidate airports provide information to support their application, for example, evidence of best practice development, or testimonials from employees and industry partners.

In partnership with:





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Applicants should submit their papers addressing all the criteria below.

1. How has the HR department identified the requirements within their airport and assessed the current level of leadership competence? Provide an overview of your company's leadership model, detailing its integration into the Performance Management Process.
2. What specific initiatives and activities have HR implemented to enhance leadership competence, particularly in the context of managing change within the airport? Share examples of projects related to the leadership model that has been supported by the HR department, both independently and in collaboration with other departments within the organisation.
3. How is the success of these leadership development activities measured, and what insights or lessons have been derived from the program of work?
4. What ongoing measures are currently in place to refine and improve the efforts related to leadership development? Explain how employees are trained and engaged with the leadership model.

The jury members will look for evidence of leadership model, appropriate standards development, cooperation with other departments, milestones, project completion and proven success.

Each criteria values 25% of the total score. The winner of the ACI EUROPE HR Excellence Award will be announced during the Gala Dinner of the ACI EUROPE/ World Annual General Assembly, Conference & Exhibition on the 3rd July in Istanbul, Türkiye.

Additionally, the winner will be invited to present their paper at the ACI EUROPE Leadership & HR forum meeting.

YOUR ENTRY SHOULD BE SUBMITTED BY MIDDAY ON MONDAY 13 MAY 2024.

The winners in each category will be announced at the Conference Dinner at the ACI EUROPE / World Annual General Assembly, Conference & Exhibition 2024 on Wednesday 3 July 2024 in Istanbul, Türkiye.

**For more information, contact Anna Hellowell at
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