

# 2019 BC TOURISM INDUSTRY AWARDS

## EMPLOYEES FIRST AWARD

Sponsored by:



### NOMINATION FORM

This Award recognizes a British Columbia tourism and hospitality industry employer who has upheld high standards of excellence in human resources and people management practices. This award pertains to, but is not exclusive to, the employer's activities between January 1, 2018 and December 15, 2018.

### Eligibility and Requirements

- Organizations can be self-nominated, or nominated by other organizations/ individuals.
- Nominees must have been operating in the tourism and hospitality industry in BC in 2017/18 (in either the public or private sectors).
- Nomination must be accepted and signed by nominee prior to submission of nomination.
- Members of the TIABC and go2HR Board of Directors, and employees of the Ministry of Tourism, Arts & Culture or Destination British Columbia are not eligible for this award.

### Nominee Information

Full Name:	Signature	
Business Name:		
Address:	City:	Postal Code:
Telephone:	E-mail:	

### This nomination is submitted by

Full Name:	Telephone:
E-mail:	

**Please note that all requested contact information is mandatory, all nominees must fill in the information above. Failure to do so may result in disqualification of the nomination.**

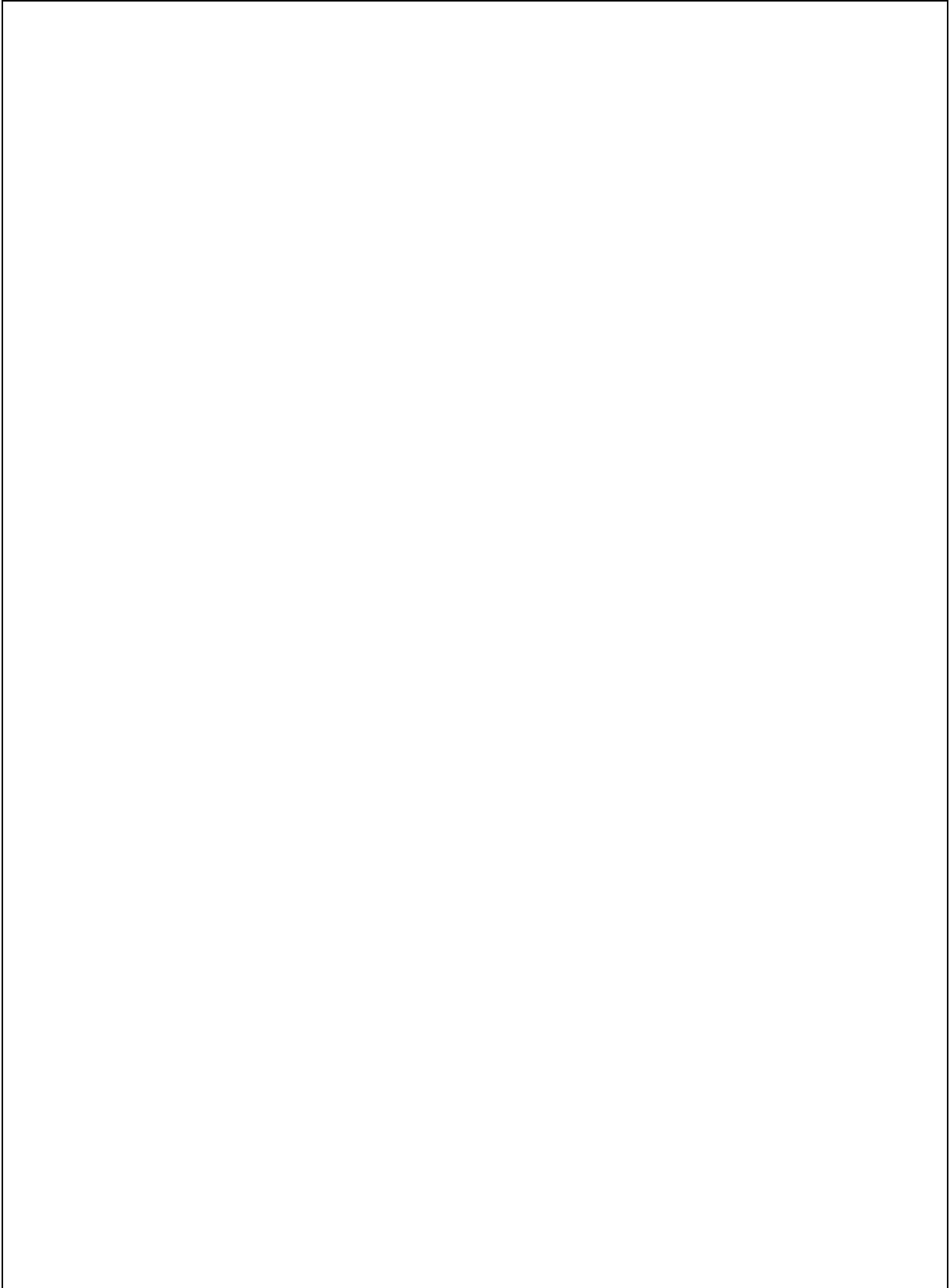
### Nomination Criteria

Please address each of the following criteria on your nomination submission, limiting this to approximately 250 words per question in order to be consistent for the judging panel. Bullet point responses are acceptable.

1. How would you describe the organizational culture of your organization? How do the organization's vision, values and leadership practices contribute to creating a positive work environment?

2. What are some of the key HR/people management practices of the organization?  
How do you ensure effective implementation of these practices?

3. How is feedback provided to the employees? How are employees recognized/rewarded for their work?



4. To what extent have these practices (HR Practices/Employee Recognition) impacted the organization's ability to attract and retain staff? Please provide as many quantifiable indicators as possible (such as staff turnover and/or retention rates, the length of time it takes to fill a vacancy, customer satisfaction scores, employee survey metrics).

## Supporting Materials

Please ensure that you include links to websites, social media, videos and samples of work relevant to the nomination, where appropriate. If the nominee is selected as winner, this material may be used for promotion of the award category during the Awards Luncheon or in any post-event promotion or communications.

## Award Presentation

The *Employees First Award* finalist, along with all British Columbia Tourism Industry Awards finalists, will be recognized at the Awards Gala evening during the 2019 Tourism Industry Conference on Thursday, February 28, 2019 at the JW Marriott, Parq Vancouver.

**Short-listed nominees will be notified and are expected to attend the Awards Gala as winners will not be notified in advance.**

For more information regarding the Conference, visit [www.bctourismconference.ca](http://www.bctourismconference.ca).

## Deadline and Submission Instructions

- All submissions must be received no later than **January 11, 2019**.
- Please complete the online form, and **email** it along with all supporting materials to [n.cumming@chemistryconsulting.ca](mailto:n.cumming@chemistryconsulting.ca)

For more information regarding the BC Tourism Industry Awards, visit [www.bctourismconference.ca](http://www.bctourismconference.ca)