

FirstPro 2019: categories and criteria

Deal of the Year: self-nominate

Criteria

Open to all professionals

Any deal may be submitted, bar property deals

Entries will be assessed against the following criteria:

- Was the deal ground-breaking, innovative
- Were there particular complexities or challenges
- What is the likely return of the deal
 - o For the participants
 - o For the region (jobs, inward investment, regeneration, etc)
- What is the likely impact of the deal
 - o For the participants
 - o For the region
- Why do you feel you deserve to win?
- Judging is done only on submissions – to be made clear on the entry form and in all material

Judging Process

Chair, Vice Chair and guest judge

Guest judge to be local business owner / leader; not from a firm eligible to enter – to be selected on ability to judge the category

Property Deal of the Year: self-nominate

Open to all property professionals: surveyors, developers, property consultants

Entries will be assessed against the following criteria:

- Was the deal ground-breaking, innovative
- Were there particular complexities or challenges
- What is the likely return of the deal
 - o For the participants
 - o For the region (jobs, inward investment, regeneration, etc)
- What is the likely impact of the deal
 - o For the participants
 - o For the region
- Why do you feel you deserve to win?
- Judging is done only on submissions – to be made clear on the entry form and in all material

Judging Process

Chair, Vice Chair and guest judge

Guest judge to be local business owner / leader; not from a firm eligible to enter – to be selected on ability to judge the category

Communication campaign of the year: self-nominate

Entry criteria are:

- Open to in-house professionals or agencies
- The campaign can be:
 - External or internal
 - On any platform including media, digital, online, social

Entries will be assessed against the following criteria:

- Effectiveness: evaluation of outcome versus objectives
- Innovation and creativity
- Value for money
- Why do you feel you deserve to win?
- Judging is done only on submissions – to be made clear on the entry form and in all material

Judging Process

Chair, Vice Chair and guest judge

Guest judge to be local business owner / leader; not from a firm eligible to enter

People excellence: self-nominate

The purpose of this award is to recognise firms committed to the support and development of the talent within their business

Entries may be:

- Training, mentoring, coaching programmes
- Creative recruitment programme
- Team building initiatives
- Business re-structuring
- Incentive programmes

Entries will be assessed against the following criteria:

- Alignment of HR strategy to corporate strategy
- Impact on the business
- Employee engagement
- Why do you feel you deserve to win?
- Judging is done only on submissions – to be made clear on the entry form and in all material

Judging Process

Chair, Vice Chair and guest judge

Guest judge to be local business owner / leader; not from a firm eligible to enter

Team of the Year Award: self-nominate

Entry criteria are:

- Any team within a professional services firm
Or any professional services team in a business in the region

Entries will be assessed against the following criteria:

- The value delivered to the business, including achievement of stated objectives

- Evidence of teamwork, collaboration and team spirit
- The combination of talents
- Why do you feel you deserve to win?
- Judging is done only on submissions – to be made clear on the entry form and in all material

Judging Process

Chair, Vice Chair and guest judge

Guest judge to be local business owner / leader; not from a firm eligible to enter

Outstanding Achievement: board nomination

One award made per year

Criteria:

- Exceptional contribution in the year in question (not a lifetime achievement award)
 - o Business Growth
 - o Innovation in practice
 - o Activities giving professional services in the region a national profile
 - o Leadership Role
 - o Fostering / developing younger talent

Judging Process

Members of the board nominate individuals, circulating a brief paper on why they believe that individual should win

Papers circulated to all board members

Board debates the nominees and votes on the winner

Young Professional: self- or colleague nominate

Categories: Finance, Legal, Business Services, Apprentice

Criteria against which the nominees will be assessed:

- Excellence at work
- Contribution to Coventry and Warwickshire: business and/or community
- X-factor

Judging Process

Chair, Vice Chair and Secretariat shortlist the entries

All on shortlist invited to be interviewed by judging panel

Judging Panel to comprise Chair, Vice Chair, and guest judge