

The WIG AWARDS

Hosted by
WOMEN IN CHANGE



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DIAGEO

LONDON, UK
JUN 20TH

The WIC AWARDS

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WOMEN IN CHANGE

YOUR GUIDE

Explore the awards categories and criteria and prepare to make your nominations!

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ABOUT THE WOMEN IN CHANGE AWARDS

In every corner of the business and social landscape, women are crafting stories of change. Their journeys are full of passion, innovation, and wisdom - elements that not only merit sharing, but also deserve a **spotlight**. While their impact ripples through organizations and communities, too often these accomplishments remain unsung.

The Women In Change Awards exist to bringing these stories to the fore - to celebrate the women who are not just participating in change but are actively driving it. Our awards are a tribute to the unsung heroines who are making a **positive difference**, both seen and unseen.

A WIC award goes beyond gratitude; we want to recognize **persistence**, celebrate **shared values**, and amplify those who are **leading the way**. It's about giving a stage to those who **redefine what's possible**.

As we invite you to enter the Women In Change Awards 2024, we're inviting you to become part of a movement that champions **courage**, **tenacity** and **progress**. It's these values that we think the world needs more of, and your nomination will help us spotlight the changemakers who are living these values everyday.

We are delighted and grateful that Diageo have agreed to be our Platinum Sponsors for the 2024 Awards, and that each of our awards has also been sponsored by a fantastic company. More announcements on these soon.

With 11 fantastic awards categories open for nominations, there are plenty of options to self-nominate and nominate others for their endeavours. This is your guide to the categories, timelines and terms and conditions. Good luck!

The AWARD CATEGORIES

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 **WOMEN IN CHANGE**

The **INSPIRING CHANGE LEADER OF THE YEAR** *Award*

Recognising leadership through change

This award recognizes an exceptional leader who acts as the catalyst for significant transformation within their organization or community. This leader is not just a visionary, but also a practical motivator who shifts mindsets and behaviors to embrace change.

They excel in inspiring their teams and stakeholders to rally behind a shared vision, effectively navigating through obstacles and challenges to maintain momentum. Their leadership style is characterized by a unique blend of strength and empathy, ensuring that even as they drive forward with determination, they also prioritize the well-being and inclusivity of everyone involved.

Category sponsored by
BehaviourLAB

The **BEST HR CHANGEMAKER** *Award*

Acknowledging HR excellence in change

This accolade honors the People & Culture champion whose human-centered approach to change stands as a testament to their impact. This HR leader understands that at the heart of every business transformation is the individual, and they excel in creating strategies that place people at the core. Recognizing HR as the cornerstone of change, they work tirelessly to ensure that human resources acts as the guiding hand for successful and compassionate organizational transformation.

They foster environments where talent thrives and policies evolve to meet the dynamic needs of the workforce, ensuring that the human element of business is not just supported but celebrated. This leader is the embodiment of HR excellence, driving change that resonates on a personal level and elevates the entire organization.

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The **CHANGE CONSULTANT OF THE YEAR** *Award*

Celebrating independent excellence

This award celebrates a standout female change consultant, whether she's making waves independently or within a consultancy firm. She exemplifies how deep expertise, coupled with a flair for innovative solutions, can guide organizations through the complexities of change.

Her work not only delivers results but also sets new standards in change consultancy, demonstrating an exceptional understanding of both the human and technical sides of transformation.

Category sponsored by



PROSPECT
CHANGE

The **RISING STAR** *Award*

Spotlighting emerging leaders

Dedicated to a woman in the early stages of her career in change, transformation or impact work, this award recognizes someone whose trajectory is already steeped in early achievements and promise.

She exemplifies ownership, tenacity, skill, and a forward-thinking, proactive mindset that marks her as a future leader in change and transformation. With less than 7 years in the change and transformation field, our rising star will be making waves without the power of seniority and position.

Category sponsored by



The **BEST MENTOR OR COACH** *Award*

Celebrating the guides of change

This award honors a mentor or coach who creates transformation through empowerment of others. This individual stands out for their skill in asking powerful questions that guide others to new insights, helping them uncover and leverage their own strengths. They are experts at facilitating growth from within, shining a light on possibilities and guiding professionals to find their own answers.

Our best mentor or coach will be adept at identifying and addressing blind spots, providing valuable perspective shifts without overpowering the individual's own voice. They excel in lifting others, celebrating their mentees' or coachees' successes as their own reward, without seeking the spotlight for themselves.

Category sponsored by

JCS Global
Partners

The **SUSTAINABILITY CHANGE LEADER OF THE YEAR** *Award*

Recognising leaders in sustainable change

This award recognizes a woman who is redefining the intersection of business and sustainability. Her leadership embodies the principles of environmental stewardship and social responsibility, integrating these critical aspects into successful business strategies. She is not just responding to the sustainability challenge but is actively shaping solutions, setting new standards for sustainable business practices, and leading by example in the pursuit of a better, more sustainable future.

Category sponsored by



The **BEST PROFESSIONAL SERVICES CHANGE WOMAN** *Award*

Celebrating excellence in specialized professions driving change

This award is dedicated to recognizing change leader excellence in the professional services sector, including legal firms, financial services, IT, management consulting, and more. This award honors those who have masterfully led change initiatives, demonstrating innovation, strategic insight, and impactful leadership in specialized professions. It celebrates individuals who have not only navigated complex transformations but have also set new standards of excellence, inspiring progress across their unique fields.

Category sponsored by

BUCKLES

The **SOCIAL IMPACT** *Award*

Honoring women driving change for good

This distinguished award celebrates a woman whose mission and initiatives have profoundly benefited society. She is a leader whose work transcends the boundaries of business to make a tangible, positive difference in the community. Her efforts might be in any social impact field including - but not limited to - promoting equality, alleviating poverty, enhancing community engagement, advocating for fairness in society, or improving mental and physical health outcomes.

This leader not only envisions a better world but actively creates it through her impactful work. She represents the nexus of passion, innovation, and action, driving social change that resonates deeply and widely.

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The **BEST FEMALE-LED DISRUPTIVE TECHNOLOGY** *Award*

Recognizing female tech innovators

This award is a tribute to female innovators who are revolutionizing industries with disruptive technologies. It recognizes women or teams of women leading tech firms who are not just part of the digital transformation but are actively steering it. These leaders exemplify how a blend of technological expertise, creative thinking, and a deep understanding of market needs can lead to groundbreaking solutions and advancements.

Whether it's through developing new platforms, creating innovative software solutions, or pioneering new tech that improves lives, these women are at the forefront of change. Their work not only disrupts but enhances experiences with technology, addressing key challenges and opening up new possibilities.

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The **BEST CHANGE PROGRAMME** *Award*

Acknowledging Impactful Initiatives

Honors a change programme that sets new standards in effective and impactful transformation. This award recognizes the strategic planning, execution, and results of a change or transformation programme in any field, which was led by a predominantly female team or female leader. These women or woman have masterfully navigated the complexities of delivering organizational change. Their ability to design, lead and embed a strategy that achieves significant and lasting positive transformation within an organization is what makes the winner of this award stand out.

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The **WIC COMPANY OF THE YEAR** *Award*

Championing diversity and Inclusion

This award is a prestigious recognition for a company that not only invests in its female talent but actively cultivates an environment where they can thrive and lead. This company stands out for its commitment to women's empowerment, both internally and beyond its corporate boundaries. It's a firm where female employees are not just supported but are encouraged to extend their networks, gain diverse experiences, and break the traditional barriers that often limit career progression.

The WIC Company of the Year demonstrates a bold approach to leadership opportunities, allowing women to step up and lead change, even when traditional experience metrics might suggest otherwise.

Category sponsored by



ChangeQuest
enabling organisational change

The **LEADING CHANGE WOMAN OF THE YEAR** *Award*

Celebrating Exceptional Leadership

This esteemed award is the pinnacle of the Women In Change Awards - the individual who stands out as the most inspiring and impressive among all the category winners. The Inspiring Change Leader of the Year embodies the essence of what it means to drive transformative change. Their story will showcase courage, tenacity, and determination.

They are a wellspring of new ideas and embody the spirit of collaboration and teamwork. Their ability to inspire others towards a shared mission is unparalleled, creating a ripple effect of motivation and action. This leader is a testament to the power of visionary leadership and the impact it can have on both organizations and the wider community.

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WIC AWARDS TIMINGS

Entry Deadline: Friday 12th April 2024

Shortlist Announcement: 1st May 2024

Interview Weeks: w/c 6th and 13th May 2024

Pre-event Drinks Reception for sponsors, nominees & judges: either w/c 3rd or 10th June 2024

Winner Announcement: At the WIC Awards Ceremony, Diageo HQ, London, 20th June 2024

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HOW TO APPLY

Applications can be made on our official [WIC Awards Online Application Form](#).

This form will save your application progress for 15 days if you use the same browser window, however we suggest you don't risk it. To support you, we've created an offline form you can use to prepare your application, before copying and pasting your main answers into the online form process.

You can download the offline form (Word document) [here](#). Please do not submit this form, it is for preparing your nomination only.

Any questions on the Awards, please email sarahbarlev@womeninchange.co.uk

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The **TERMS & CONDITIONS**

1. GENERAL ENTRY INFORMATION

- a. The Women in Change Awards opens for entrants on Monday 12th February 2024 and is FREE to enter.
- b. The closing date is the Friday 12th April 2024 midnight. Entries will not be accepted after that time unless there are extenuating circumstances, and it is approved by the Awards Committee.
- c. Shortlisting will be carried out by the Awards Committee. All applicants will be notified of their status and whether they have been shortlisted by 1st May 2024.
- d. Only fully completed applications made in English language will be accepted, submitted using the official online WIC Awards Application Form.
- e. You may self-nominate, nominate your team, or nominate another individual, team or company. You may submit as many nominations as you like for different individuals, teams and organisations. Please do not submit the same nominee for more than 2 awards.
- f. Applications cannot be made for 'The Leading Change Woman of the Year Award' as this is selected by the Awards Committee from the winners of the 8 individual awards available in the WIC 2024 Awards. The team/organisations award winners for 'The Best Change Programme Award' and 'The WIC Company of the Year Award' will not be considered for 'The Leading Change Woman of the Year Award'.
- g. All entries for the WIC Change Awards 2024 are automatically bound by the Rules and Regulations as stated here.
- h. Once submitted, any entries or nominations cannot be changed. To withdraw an entry, please [email us](#).

2. ELIGIBILITY CRITERIA

- a. **General Eligibility:** Nominees must be at least 18 years of age and can be based in or work from any country. We welcome applications for nominees who identify as a woman, transgender woman, non-binary or gender non-conforming.
- b. **'The Best Change Programme Award':** This category is open to teams led by one or more women. It welcomes nominations for any change programme team, whether operating in-house, through consultancy firms, or led by independent consultants for client projects.
- c. **'The Best Change Consultant Award' and 'The Best Mentor or Coach Award':** Eligibility extends to both independent professionals and those working within organizations.
- d. **'The Best Female-Led Disruptive Technology Award':** Entries can be submitted for individuals or teams. Individual winners in this category are also eligible for consideration for 'The Leading Change Woman of the Year Award' – our overall winner.
- e. **'The WIC Company of the Year Award':** Companies applying for this award must showcase a commitment to innovative leadership practices that empower women to lead change initiatives, disregarding traditional constraints based on experience.

3. JUDGING & SELECTION PROCEDURES

- a. **Application Review:** All submissions will undergo an initial review by the Awards Committee for shortlisting. Entrants and nominees will be notified of their application status by May 1st 2024. In cases of nominations, both the nominator and the nominee will receive a notification.
- b. **Judging Panels:** Each award category will be evaluated by a dedicated panel, comprising representatives from the award's sponsor and experts selected by Women in Change. The Chair of the Awards Committee will participate in each panel to ensure a cohesive decision-making process, especially for 'The Leading Change Woman of the Year Award'. Outcomes will remain confidential until the award ceremony on June 20th, 2024.
- c. **Interviews:** Shortlisted candidates are required to be available for virtual interviews during the weeks commencing May 6th and May 13th, 2024.
- d. **Award Presentation:** Winners will be honored with a trophy during the awards ceremony on June 20th, 2024.
- e. **Judges' Participation:** Individuals serving as judges for the Women In Change Awards are precluded from submitting entries or making nominations for the awards.
- f. **Conflict of Interest:** Judges are required to inform Women in Change of any potential conflicts of interest in their evaluation duties. Similarly, candidates are encouraged to report any perceived conflicts regarding the judging panel.
- g. **Decision Finality:** The decisions made by the judging panels regarding the Awards are conclusive and shall be accepted as final by all participants. There is no formal appeals process for the Women In Change Awards. We ensure a fair and unbiased evaluation for all entries.

4. GENERAL PROVISIONS

- a. **Participation Agreement:** By entering the Women in Change Awards 2024, entrants, whether individuals or organizations, consent to the use of their names for promotional purposes prior to and after the event. This includes announcements of shortlisted candidates through social media and other channels. Entrants also agree to participate in relevant public relations and marketing activities related to Women in Change, both before and after the event.
- b. **Winner Commitments:** The recipient of 'The Leading Change Woman of the Year Award' (the overall winner) agrees to avail themselves for Women in Change events throughout the following year, including a post-awards reception sponsored by the headline sponsor. This gathering will unite all sponsors and winners, with the overall winner playing a host role.
- c. **Promotional Rights:** The Women in Change Awards reserves the right to collaborate with award winners, their employers, or their teams for joint promotional efforts related to the Awards and the mission of Women in Change.
- d. **Intellectual Property Rights:** Entrants retain ownership of all intellectual property rights in their submissions. However, by entering, participants grant the Women In Change Awards a non-exclusive, royalty-free license to use, display, and reproduce entries in connection with the awards program, including for promotional purposes.
- e. **Data Protection and Privacy:** All personal data provided by entrants will be treated confidentially and will be used solely for the purpose of administering the Women In Change Awards. Data will be processed in accordance with applicable data protection laws and our Privacy Policy, which can be found on our website.

4. GENERAL PROVISIONS CONTINUED...

- f. **Disqualification:** The Women In Change Awards reserves the right to disqualify any entry that fails to adhere to the submission guidelines, contains false information, or is deemed to have breached any of the awards program rules. Disqualification decisions are final and not subject to appeal."
- g. **Amendments:** The Women In Change Awards Organizing Committee reserves the right to make amendments to the awards categories, criteria, process, or timeline. Any changes will be communicated to all participants and published on the official awards website.
- h. **Cancellation:** In the event of unforeseen circumstances, the Women In Change Awards reserves the right to cancel, postpone, or modify the event. Participants will be notified of any such changes as soon as possible.
- i. **Liability:** The Women In Change Awards, and its organizers Women In Change Ltd, will not be liable for any loss, damage, or injury incurred by the participation in the awards program or attendance at the awards ceremony, except where such liability cannot be excluded by law.
- j. **Judging Confidentiality:** All deliberations of the judging panel are confidential and their decisions are final. Details of the judging process or scores will not be disclosed to entrants.
- k. **Feedback:** Feedback on submissions will not be provided as a standard part of the awards process. The Women In Change Awards focuses on celebrating achievements and does not offer individual critiques.

GOOD LUCK!