

# ABP Workforce Experience Awards

Celebrating Excellence in Business Psychology



## And the winners are...

Yesterday the Association for Business Psychology held its inaugural Workforce Experience Awards to **“Celebrate Excellence in Business Psychology”**. Offering a unique and distinctive platform for the celebration of excellence in Business Psychology, the Awards focused on demonstrating how applying an understanding of the science of human behaviour can impact Workforce Experience and deliver commercial and practical value to organisations.

Held at the beautiful venue 8 Northumberland Avenue in London, the programme for the day included an action packed day conference, featuring presentations, panel discussions and roundtable discussions with finalists. This was then followed by a glamorous and elegant evening event where the winners of the inaugural Workforce Experience Awards were announced.

Over the following pages we are pleased to provide details of the winners and runners up for each category.

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## Excellence in Assessment

Entrants to this category were invited to demonstrate rigour and/or innovation in the field of assessment, broadly defined, for an individual, group or organisation. Entries might include, for example, rigour and/or innovation in: i) measurement of new or interesting concept/s that are relevant to the world of work, ii) the use of technology in the delivery of assessment/s, and/or iii) effective ways of delivering the results of assessment processes.

### Subcategory 1: Excellence in Employee Assessment

**Winner:** Sally Bibb, Founder and Director of Engaging Minds & Katherine Fenton, Chief Nurse at University College London Hospitals NHS Foundation Trust and Chair of the Chief Nurse Shelford Group Transforming care in the NHS with strengths---based recruitment of Ward Sisters

**Runner up:** iOpener Institute for People & Performance with submission by Jessica Pryce-Jones

### Subcategory 2: Excellence in Leadership Assessment

**Winner:** Richard Ogden, Quest Partnership - Anne Hamill, Talent & Potential Ltd - Francoise Woodward, EDF Energy plc -Assessing Future Potential in the Emerging Talent Programme for EDF Energy plc

**Runner up:** IBM Social Business and Collaboration Solutions with Department for Business, Innovation and Skills submission by Matthew O'Sullivan

### Subcategory 3: Excellence in Recruitment Assessment

**Winner:** Reputation & Resourcing Department, McDonald's Restaurants Ltd, by Nicky Ivory-Chapman - Recruiting and Selecting for Customer Confidence

**Runner up:** Civil Service Fast Stream submission by Philip Wilson

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## Excellence in Change Management

Entrants to this category were invited to demonstrate successfully supporting an individual, group or organisation in i) becoming aware of the need for change, ii) assisting through a change process, and/or iii) embedding change to ensure new practices are long lasting.

### Subcategory 1: Excellence in Leadership Change Management

**Winner:** Steve Carter, Marie Shelton, Maggi Evans and Apter Development - Regenerating Leadership at the Allied Irish Bank - Changing the leadership culture and behaviour

**Runner up:** YSC with Diageo submission by Shane Crabb

### Subcategory 2: Excellence in Organisational Change Management

**Winner:** Natalie Holt, Nigel Guest, Sarah Atkinson, Tim Gardener, Scott McCullum, Jan Vyjidak, Papworth Hospital - The improvement journey

**Runner up:** Plantronics submission by Norma Pearce

### Subcategory 3: Excellence in Team-based Change Management

**Winner:** Joy Maitland and Colleen Amos - 'Good to Great' Lumina Spark Programme for teachers at the BSix college in Hackney

**Runner up:** Business Transformation Ltd with Arup submission by Michael Wellin



## Excellence in Coaching and/or Training

Entrants to this category were invited to demonstrate how a coaching and/or training intervention has had a significant impact on the success of an individual, group or organisation. The rationale for the approach chosen will be considered as well as the strength of the evidence collected to demonstrate effectiveness.

### Subcategory 1: Excellence in Coaching and/or Training of Specialists

**Winner:** Hugo Pound from r.d.i - Heads Up and Out, Not Down and In

**Runner up:** Rich Answers Int. Ltd. submission by Adina Tarry

### Subcategory 2: Excellence in Leadership Coaching

**Winner:** Fiona Parashar, Coaching Director, Leadership Coaching Limited - How positive psychology coaching lifted the fortunes of a design agency

**Runner up:** YSC with Unilever submission by Karen McNeill

### Subcategory 3: Excellence in Developmental Interventions

**Winner:** Persona Partnership, Steve Apps & Zurich Community Trust, Kate Hodges - The India Programme

**Runner up:** PMSL with Johnson Controls submission by Maggie Mosley

### Subcategory 4: Excellence in Training

**Winner:** Dr Itiel Dror - Cognitive informed training to create awareness and reduce cognitive bias in forensic work

**Runner up:** Sales-Motivations with Merial submission by Bryan McCrae

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## Excellence in Employee Engagement

Entrants to this category were invited to demonstrate rigour and/or innovation in the area of employee engagement. We define engagement broadly to include the causes and consequences of feelings of absorption in one's work. Entries might include, for example, rigour and/or innovation in i) the measurement approach used, ii) an intervention made to increase engagement, and/or iii) the approach taken to demonstrate effectiveness.

### Subcategory 1: Excellence in Employee Engagement

**Winner:** Stefan Cantore, Director of Converse7 Ltd - Transforming young children's educational opportunities by using conversation to engage staff in an inner-city primary school

**Runner up:** iOpener Institute for People & Performance with submission by Jessica Pryce-Jones

### Subcategory 2: Excellence in Sustaining Engagement During Change

**Winner:** Plantronics, by Norma Pearce - Plantronics 3B's – Bricks, Bytes, Behaviours

**Runner up:** Southampton Solent University submission by Madeleine Petzer

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## Excellence in Health, Wellbeing or Inclusiveness

Entrants to this category were invited to demonstrate how they have dealt with the apparent juxtaposition of employee health and wellbeing and business performance. Entries might include, for example, rigour and/or innovation in i) improving health, wellbeing or inclusiveness, ii) creating safe, user-friendly work environments and/or iii) enhancing work-life balance.

### Subcategory 1: Excellence in Excellence in Health & Wellbeing

**Winner:** Madeline Petzer – Southampton Solent University, supervision of Dr Graham Benmore - A model which allows for effective mechanisms of alleviating the psychological impact experienced by the organisational messenger during redundancy situations.

**Runner up:** Rich Answers Int. Ltd. submission by Adina Tarry

### Subcategory 1: Excellence in Excellence in Inclusiveness

**Winner:** Colleen Amos and Joy Maitland - Realising Ambitions: A Programme for Personal Excellence

**Runner up:** Inemmo and CA Amos Associates submission by Joy Maitland

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## Excellence in Performance Improvement

Entrants to this category were invited to demonstrate improvement against a business performance metric. The improvement can be in any area of business psychology and can use tools and techniques from any area of business psychology.

**Winner:** Bryan McCrae, Sales-Motivations, working with Merial - Growing motivation, resilience and ability to cope with pressure to boost sales performance

**Runner up:** PMSL with Johnson Controls submission by Maggie Mosley

## Outstanding Student Achievement

Entrants to this category were invited to describe a piece of consulting work or research that shows excellence in any area of business psychology. Describing work undertaken for a dissertation might be an appropriate entry if the practical significance of the work can be clearly demonstrated. Importantly, the student will be expected to be able to demonstrate that they were primarily responsible for the work done. Entrants to this category are asked to provide their Supervisor's details.

**Winner:** Madeline Petzer – Southampton Solent University, supervision of Dr Graham Benmore - A model which allows for effective mechanisms of alleviating the psychological impact experienced by the organisational messenger during redundancy situations.

**Runner up:** University of Westminster student submission by Stewart Desson

## Chair's Choice for Excellence in Business Psychology

Entrants to this category were invited to demonstrate the commercial and practical value of a business psychology intervention for an individual, group or organisation which is not suited to any of the defined Specialist Categories. These were considered alongside all other entries to select the best overall example of Excellence in Business Psychology.

**Winner:** Dr Itiel Dror - Cognitive informed training to create awareness and reduce cognitive bias in forensic work