



HRoot Awards 2018



Great Organizations
Great Teams
Great Leaders

**3-5
MONTH
2018**

HRoot

CHINA'S 中国最大的人力资源媒体集团

ORGANIZER



HRoot is the leading human resource media company in China, with such brands and services as HRoot.com, a world's leading HR management website; Human Capital Management magazine, a leading HR industrial journal in China; HRoot Institute, China's leading membership organization for human resource management; Annual Human Resource Awards in Greater China, a high-end industrial event with utmost authority, scale and influence; HR Service Innovation Awards, the prestigious innovation awards of human resource service industry in the world. China Human Capital Forum, a leading annual HR summit in China; CHRO DIALOGUE, the high-end human resource conference in China; in^HR, the cutting-edge human resource innovation service forum in China; and China Human Resource Service EXPO, an exhibition with leading scale of the industry in the world, which attracted 32,055 visitors in 2017. HRoot also owns HRoot Human Resource News App, the app with the large number of downloads and active users, which is the human resource content recommendation engine based on big data and AI. "Ranking & White Paper of Best 100 Human Resource Service Brands in Greater China" and the "Ranking & White Paper of Global 100 Human Resource Service Providers", two annual reports released by HRoot are considered as the guidepost of this industry. HR-MarketWatch, the first of its kind in the world offers real-time news service, which is now a major source of competitive intelligence and monitoring platform of the industry.

The website of HRoot has two million HR professionals as its registered users, with a total of more than 500 million visits each year; there are more than 50,000 participants to its off-line events each year, and its publications have a total readership of 35,000. HRoot serves over 50,000 clients currently, including more than 95% of the Fortune 500 companies in China. In addition, HRoot has more than 1,000 HR service providers, business schools, associations as its ad clients and sponsors, including nine of the top ten global HR service providers: IBM, the world's largest science and technology corporation; Mercer, the world's largest HR consulting firm; Adecco, the world's largest HR service corporation; ADP, the world's largest HR outsourcing company; LinkedIn, the world's largest business SNS website; HBS, the top-ranking business school in the world; SAP, the world's largest enterprise management software solutions provider; Oracle, the world's largest corporation of enterprise software and database.



BACKGROUND

Held by HRoot, the leading human resource media company, Annual Human Resources Awards in Greater China is known as the most authoritative and notable HR award with the largest scale and highest level in Greater China. The ratings aim to enhance and accelerate the development of China's HR management, accumulating experience from HR management practices from superior enterprises in the world. Annual Human Resource Awards has been held for twelve times, dozens of HR experts, managers and enterprises have won the awards.

The new technologies like Internet Technology, Artificial Intelligence, Visual Reality, Augmented Reality keep disrupting people's life and work, changing the competition rules and situations of business world. Unless we embrace technologies and changes, keep innovating, or we will be eliminated by the world. With the adjustment of China's economy structure and upgrading, Internet economy is developing in skyrocketing speed, meanwhile the HR management of enterprises are facing the unprecedented revolutions and challenges. Only by bold revolution and innovation, turning to strategic HR management, treating talents as the most precious assets, focusing on the talent value maximization as the core direction, building flexible, flattening organizations and more creative working environment can let the talents work more effectively and show more values. Meanwhile, the sustainable competition advantages can only be achieved by implementing talent competition strategy, building the environment of talent training, talent gathering and ability releasing of talents.

Official Website: <http://best.hroot.com>

About Awards



Lifetime Achievement Award of Human Resource Management Industry in Greater China 2018

In recent years, the China's new economy is developing promptly and unprecedentedly. Mobile payment, big data, cloud-computing, Internet+ are accelerating the industry revolution and product innovations. Human resource plays an important role in the process of enhancing economy development. One after another HRM experts keep exploring and boldly innovating, seeking the power of talents and helping the vivid development of enterprises. This award is issued to HR management elite who made magnificent contributions for the development of HR management industry of China.



Best HR Leaders in Greater China 2018

HR leaders are an extremely important part in HRM system of enterprises. This award aims to reward those who help and build competitive HR systems for their companies. They are leaders of HR industry who made positive influences to the rapid overall development of enterprises and great contributions for improving HR management.



Best HR Teams in Greater China 2018

This award aims to reward the HR teams which built comprehensive HR management systems in enterprises, making the HR department as the core strategic department of enterprise management. The outstanding HR teams improve HRM efficiency by innovative HR management methods and technologies, establishing remarkable employer branding during the communications with customers.



Best HR Business Partner in Greater China 2018

This award aims to reward the HRBP which made remarkable contributions. They built communication bridge between HR department and business department, enhancing the service sense of business department, truly embedding the value of HRM into valued modules of all business units, promptly providing professional, high-effective HRM solutions.



Best HR Shared Service Center in Greater China 2018

This award aims to reward the teams which made remarkable contributions in HRSSC operation and innovation practices. They are the benchmark of organization structure design, service content, service process, satisfaction and employee management of HR shared service center. They improve HR operation efficiency and better serving business units by establishing HRSSC. HR departments are able to focus on the implement of strategic HR management and realize the strategic transformation of HR management.



Best HR Center of Excellence in Greater China 2018

This award aims to reward the HRCOE teams which made remarkable contributions. They are the true function experts who are also called "HR R&D Center". They provide professional suggestions and effective solutions in employee allocation, employee development, compensation, organization performance and employee relationship management.



SELECTION CRITERIA

Criterion of Lifetime Achievement Award of Human Resource Management Industry in Greater China 2018

01.

Over twenty years of management experience in HR industry and top reputation in human resource field of China.

02.

A unique view of building organization core value which coordinate with social responsibilities.

03.

Tremendous influence on accelerating the development of China HR industry and establish a breakthrough and precise HRM system or concept system.

04.

Outstanding innovation and revolution abilities, keep exploring mind; encourage the breakthrough of old concepts and offer proofs and opinions to the industry.

05.

Government leader/academic authority/industry experts of human resource who made remarkable achievements or great motivation for the industry. The conditions are summarized below:

06.

Be positive in connecting HR management of China and leading HR management methods in the world, promoting advanced concepts with combined company culture.

A

For enterprise leaders, the (global) employee number of his/her enterprise shall above 1,000 or the enterprise global annual income exceeds 100 million USD.

B

For academic authorities, his/her research work/essay shall bring important effects to the development of China's HR industry. Essays or academic works are quoted at least 10 times.

C

For government leaders, he/she should plays an important role in the enactment of HR laws/regulations/policies in his/her service region who has tremendous influence on the development of local HR industry.



SELECTION CRITERIA

Criterion of Best HR Leaders in Greater China 2018

01.

At least ten years of experience (include over five years of HR management experience), HR Senior Manager, HR Director, HRVP or above.

02.

Outstanding leadership, smooth communication and coordination from internal and external of enterprise, have superior capability of team building and strategy planning.

03.

The (global) employee number of his/her enterprise shall above 1,000 or the enterprise global annual income exceeds 100 million USD.

04.

Deep and systematic understanding about cutting-edge and scientific HR management, accumulating years of practical experience.

05.

Abundant experience of HR risk management and HR cost control.

06.

Build talent supply chain for enterprise, reserving talents and sending refined talents for company.

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08.

Positively adopt new HR technologies, driving revolution and innovation of HR management system.



SELECTION CRITERIA

Criterion of Best HR Teams in Greater China 2018

01.

At least ten team members, the (global) employee number of enterprise shall above 1,000 or the enterprise global annual income exceeds 100 million USD.

02.

Every team member has abundant experience in HR field.

03.

Build perfect talent development system and succession plan in the aspect of building HR system, turning HR department into the business strategic partner of company.

04.

Structure a series of professional, flexible, innovative HR policies, effectively improving satisfaction, engagement, loyalty for company, helping talents with achieving faster development, effectively retaining core talents.

05.

Positively and practically support enterprise strategy, blending HR strategies into daily operation, coordinating profits and relationships among departments and driving revolution measures like acquisition and reorganization for strategy needs.

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07.

Optimize management process, promoting employees' working efficiency and effectively reducing the operation cost.

08.

Build competitive employer brand for enterprise, promoting brand value, attracting and retaining talents, enhancing competitive advantages for enterprise.



SELECTION CRITERIA

Criterion of Best HR Business Partner in Greater China 2018

01.

The (global) employee number of his/her enterprise shall above 1,000 or the enterprise global annual income exceeds 100 million USD.

02.

Abundant experience in HRBP field.

03.

Explore internal customer needs, specifically analyzing and diagnosing, providing consulting and supporting for business strategy landing; providing supports for professional fields like talent management, manpower planning and change management.

04.

Become the strategic business partner of business unit, fulfilling employment needs from business department in time; assisting business leaders in managing employees with better using of HR management regulations and tools, supporting employee management decisions.

05.

Be familiar with each function aspect of HR management, pursuing HR management procedures and supporting talent management decisions.

06.

Understand important strategic plans of enterprise, finding priority in complex affairs and fostering future leaders for strategy implement.

07.

Driving key strategies in the terms of organization and talent strategy, succession of core values, becoming the facilitator of transformation.



SELECTION CRITERIA

Criterion of Best HR Shared Service Center in Greater China 2018

01.

At least ten team members, the (global) employee number of enterprise shall above 1000 or the enterprise global annual income exceeds 100 million USD.

02.

Every team member has abundant experience in HRSSC

03.

Infuse new vitality for HR management functions and improve the HR management department's contributions to business

04.

By service centralization, achieving profits from scale and reduce HRM operation cost

05.

By integrated service contents, issuing service agreement with internal customers who provide services, improving the operation transparency, driving the establishment of HRSSC, promoting the efficiency of HR operation for serving business unit in a better way. HR department put more focuses on the implementation of strategic HR management and accelerate the strategic transformation of HR management

06.

Provide services by professional division and team, realizing the professionalization and standardization of services, promoting the fairness of HR policy implementing and increasing employee satisfaction; enhancing companies' prediction and planning toward labor force by professional division, specific responsibility and roles.





SELECTION CRITERIA

Criterion of Best HR Center of Excellence in Greater China 2018

01.

At least ten team members, the (global) employee number of enterprise shall above 1,000 or the enterprise global annual income exceeds 100 million USD.

02.

Every team member has abundant experience in HR COE

03.

Design the business-directed and innovative HR management policies, process and projects by using profound knowledge, persistently improving its efficiency.

04.

Effectively control the compliance of HR management policy and process, control the potential risks of HR management.

05.

Become the technology experts of HR management, providing tech support in professional field for HRBP, HRSSC and business managers.

SELECTION PROCESS

NOMINATION

Nominate enterprises, individuals and teams by online, fax or email.

01

2018.3.13 -
- 2018.4.8

2018.4.9 -
- 2018.4.13

EVALUATION AND RESEARCH

Judged by review committee (combined with Belbin evaluation)

03

SCREENING NOMINATION LIST

HRoot select the nominated enterprise, individual and team according to criterion as the first round.

02

2018.4.16 -
- 2018.5.11

2018.5.14 -
- 2018.5.18

AWARDS ANNOUNCEMENT

Awards announcement

05

AWARDS DETERMINATION

Final determinations of winning enterprises, individuals and teams, provide evaluation report from Belbin.

04

2018.5.29
Ceremony Venue: China World Hotel | Beijing

COMMITTEE MEMBERS

Liangliang Li CEO

HARVARD BUSINESS SCHOOL PUBLISHING CORPORATE LEARNING (CHINA)



Liangliang Li is CEO of Harvard Business School Publishing Corporate Learning business in China and Taiwan. Liangliang previously worked as the Director of Corporate Relations and Market Development at Harvard Business School Executive Education and mainly in charge of building and fostering collaborations with Chinese corporates on executive development. Liangliang has an unrivalled passion and more than ten years' professional experiences in business and management education. Liangliang graduated from Harvard Business School, Rotterdam School of Management of Erasmus University, and University of Amsterdam.



Harvard Business School Publishing Corporate Learning partners with clients to create world-class leadership development solutions for managers at all levels in global organizations and governments. We leverage the

management insight, thought leadership, and expertise of Harvard Business School faculty and Harvard Business Review authors to provide solutions that are relevant to today's most pressing business challenges. For more than 20 years, we have developed and delivered innovative, technology-enabled solutions that drive meaningful business results.

David Guo Chairman

HEIDRICK & STRUGGLES (CHINA)



Mr. Guo is the chairman of Heidrick & Struggles (China), which is the biggest top head-hunting company with more than 20 years industrial experience, and he is also one of the most influential people in China head-hunting industry. He focuses on the enterprise executive management team building and board member organization, especially China enterprise exercising leadership, succession plan, board effectiveness and corporate governance, providing advisory and solution for enterprise culture and decision problems. He has won the "Heidrick & Struggles Best Leader in Asia & Pacific" award.

HEIDRICK & STRUGGLES

Heidrick & Struggles international consulting company (NASDAQ: HSII)

was founded in 1951 headquartered in Chicago, USA. Heidrick & Struggles is the biggest professional company that provides the leader search and leadership consulting services. All the businesses in the company are categorized in different industries, functions and geographic areas. A huge service expertise supporting network is built up by more than 1,400 professional advisors from 65 cities of America, Europe, Africa, Asia and Pacific. In the past 50 years, Heidrick & Struggles established and improved general leading capital management strategies, which provides search and consulting services of talents including CEOs, broad members and management executives to global customers.

Wei Wang

Director of International Relationship Department



THE ASSOCIATION FOR TALENT DEVELOPMENT (ATD)

Dr. Wang is the director of International Relationship department in ATD. She responses for the relationships with business partners from more than 20 countries, leading the team to provide professional support for the global member of ATD from over 100 countries. She has extensive expertise and international experience in training development, leadership development and human resource management. She is also an excellent lecturer who has been a guest speaker in several international meetings in China, South Korea, Kuwait, Japan, Singapore, Mexico and USA. Some of her articles are published in many industrial periodicals and magazines. She has got the PhD degree of human resource development, University of Pennsylvania, Master of Management, Nankai University and CPLP authentication of ATD.



The Association for Talent Development (ATD) The Association for Talent Development (ATD, formerly ASTD) is the world's largest association dedicated to those who develop talent in organizations. More than 40,000 members of ATD are from over 120 countries and work for several institutions and organizations in several industries. With the 125 branches in USA, global strategic partners and global membership networks,

ATD provides supports to those professionals in their businesses. Founded in 1943, ATD was named 'American Society of Training Directors' at first and then changed into 'American Society for Training and Development' (ASTD). With the progress of scopes and influences in training and development, the core contents have expanded to the combinations of human resource development, learning, work behaviors and personal/overall performance. To meet with the changing requirements in training and development and represent the core contents and valuation, ASTD has changed its name into ATD in 6th May, 2014.

William Wang

Vice president and Asia president of Emylon Business School, Frence
Dean of Asia Europe Business School



EMLYON BUSINESS SCHOOL

Mr. Wang has got the PhD and Master of Economy in University of Grenoble Alpes 2. He has been visiting professors of EMBA/MBA/EDP in many schools of business e.g. Scholl of Business, Manchester University and Antai school of economics and management, Shanghai Jiaotong University. He has conducted training for the executives in some famous companies like Volvo, Bosch, SAP, Intel and gave keynote speeches or held a roundtable meeting hosted by mainstream financial and economic media like China Business News, 21st Century Business Herald, Forbes and China Business Journal. He is the member presidium of China Enterprise Globalization Association, member of 21st Century Business Herald 30 auto industry think tank, editorial board member of IJATM and vice president of CCGTM.



Emlylon Business School was founded in 1872 and is one of the oldest business schools in Europe, which is also 1% of the business schools all over the world which have the Triple Accreditation of AACSB, EQUIS and AMBA. In the era of digital revolution, Emlylon Business

School has brought a brand new conception that incorporate the training for the early makers into the strategic and development goals. In this complex, changing and uncertain world, Emlylon Business School wishes the early makers to act fast, become clever and flexible, have great level of adaptability and open visions, and know how to cooperate with others to achieve the goals. They are expected to propel the world forward in the future.

Anson Tang

General Manager of HRoot,
Executive Editor of Human Capital Management magazine



HRoot



Mr. Tang has worked in the field of human resource management for over 10 years, he is the GM of HRoot, the leading human resource media company in China and Executive Editor of Human Capital Management magazine. In addition, he is also the author of multiple best-selling books about human resource management, include The Future of HR, Excellence HR, HR First, etc. The Future of HR is ranked "the best selling product" and five-star book in Amazon.cn in one month, and ranked first in the book category of human resource management theory. He has the master degree in Innovation Management at Australian National University, postgraduate Diploma of Organization and Human Resources at University of Hong Kong, he also studied the project "the Development Strategy of Specialized Service Companies" at Harvard Business School.

ACADEMIC SUPPORT



LearnMart is the official organization of Belbin Associates in UK, which aims to help enterprises build sustainable capacity of high performance through team development. LearnMart devotes to the promotion and practices of Belbin team roles in China, providing professional assessments, training and related consulting services, assisting organizations in building high performance teams, leadership and ability development, and helping improve the overall performance.

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