



2026 AUSTRALASIA ENTRY PACK

Everything you need to know on how to enter the
2026 Inspiring Workplaces Awards



The **World's #1** PeopleFirst Awards

CONTENTS

Section One – About us

- 06 – Key Dates & Fees
- 07 – Global Reach
- 08 – Past Inspiring Workplaces
- 09 – Why Inspiring Workplaces
- 10 – Who we are and who we are not
- 11 – Benefits of becoming an Inspiring Workplace
- 14 – Endorsements

Section Two – Ways to be recognized

- 17 – What makes an Inspiring Workplace?
- 18 – Recognition by Business size/type - a bonus
- 19 – Special Recognition
- 20 – Global Inspiring Workplace

Section Three – How to enter

- 22 – About the entry
- 24 – The entry questions
- 25 – Including supporting documents
- 26 – Steps in the process
- 27 – Payment

Section Four – What's next

- 29 – What happens after entry?
- 30 – The judging process and scoring
- 31 – Our independent judging panel
- 32 – Judges Feedback
- 33 – Key dates and fees
- 34 – T's and C's

About The Inspiring Workplaces Awards

Recognizing PeopleFirst organizations worldwide for 10 years

KEY DATES & FEES

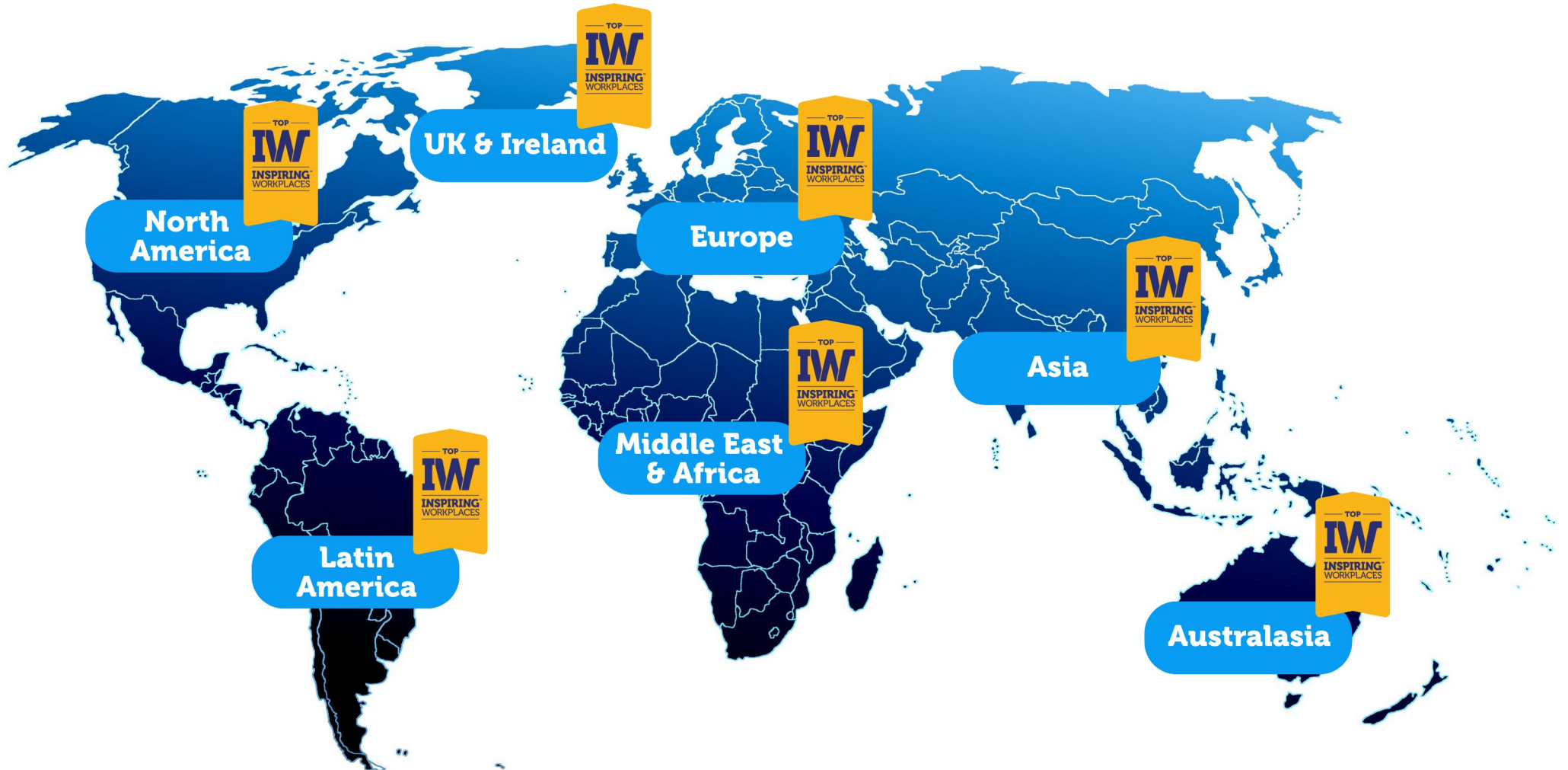
Dates:

- Open for entries: **NOW**
- Early bird deadline: **November 28, 2025**
- Deadline: **February 25, 2026**
- Finalists announced: **March 19, 2026**
- Winners Announcement & Award Celebration: **2026 TBC**

Fees:

- Early bird: **A\$400**
- Standard: **A\$495**
- Late: **A\$550**
- Special recognition: **A\$75**

Operating Globally



Inspiring Workplaces winners...



[View all past winners](#)

Why Inspiring Workplaces?

In our 10th edition, **The Inspiring Workplaces Awards** prides itself on doing things differently. We live and breathe driving change to the world of work. We have been at the forefront of this since we began.

10

Years of excellence

6

Continents

1000+

Organisations recognised

15+

Industry Sectors

50+

Expert judges

100,000+

Global reach

About the Awards

Established in 2015, The Inspiring Workplaces Awards recognize organizations that put PeopleFirst and have the stories to prove it.

Be celebrated on a global (and local) stage for the culture of belief, belonging and purpose you're building. You'll submit a written story that brings your culture to life: From leadership and communication; to wellbeing; inclusion; employee experience and beyond.

Winners earn the coveted Inspiring Workplaces Awards badge: a symbol of trust, purpose, excellence and PeopleFirst leadership. Along with recognition, reach and connection to a global community of inspiring organizations.

This isn't just an award. It's a chance to celebrate your people, elevate your story and inspire workplaces everywhere.

Part of our global mission to **Celebrate, Certify, and Connect** the world's most inspiring workplaces. If you'd rather be recognized by being surveyed (or do both) then please explore the [Certified PeopleFirst™](#) option too.

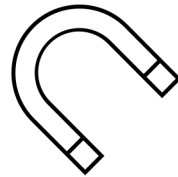
In a snapshot...

- We have **one online entry form** that every organization completes – no matter how big or small or your location around the world – see Page 23
- You write it, draft it, complete it and submit it online
- We do provide the opportunity for special recognition in the key areas within our form such as: **Culture, Wellbeing, Inclusion, Leadership, EX, Employee Voice**
- **Your entry fee doesn't have hidden costs**
If successful it includes: your winners logos; your trophy; your dedicated presence on our website; a worldwide marketing campaign on your behalf; invites to speak at our events, podcasts, be interviewed and much more.

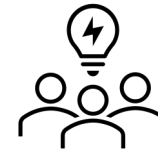
Benefits of becoming an Inspiring Workplace



**Win a badge
that proves
your culture
and promotes
it**



**Attract talent
and standout as
a PeopleFirst
brand**



**Show your
leadership
vision is
working and
being felt**



**Celebrate your
people and their
impact**

Benefits of becoming an Inspiring Workplace



**Worldwide
acclaim**



**Your own
permanent
promotional
webpage**



**Let your culture
story build your
reputation**



**100,000+
Reach**

Benefits of becoming an Inspiring Workplace

Trophies and logos to promote internally & externally

Showcasing your organization as truly PeopleFirst



10 years of inspiring the world



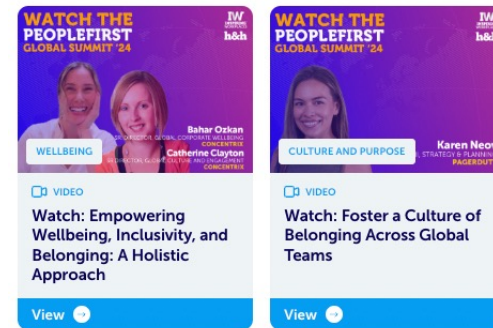
Some of the ways we'll promote you



Official winner logos and digital badges to share across your channels



A dedicated profile page on our global website



Opportunities to speak at our events, webinars, and podcasts



An iconic trophy*

Ways to be recognised

Everything you need to know about what you can win

An Inspiring Workplace in your region



The first way to be recognized is as an Inspiring Workplace.

This means you are recognized in the overall Inspiring Workplaces list in your region.

You will be:

- Promoted all over the world as a PeopleFirst organization
- Featured on our website with your ranking
- Featured in our media announcement
- Given your own organizational page on our website
- Provided with winners logos to promote far & wide
- Presented with an iconic trophy
- Invited to present your work at our events & podcasts

A bonus way to be recognised **FREE**



In addition to the overall Inspiring Workplaces list we announce the Top Inspiring Workplaces according to the size of your organization:

- Small (0-49)
- Medium (50-499)
- Large (500-4999)
- Enterprise (5000+)
- Non-profit
- Govt/Public sector

This is done automatically; you don't have to do anything or pay anything extra!

Good Luck!

Are you world class in some areas?



We all understand that some areas of your organization and therefore entry, will be stronger than others.

If you are particularly proud of your work in one of the areas above, you can enter to be acknowledged for a Best-in-Class award e.g., Best-in-class Wellbeing or Best-in-Class Culture.

It is easy to do this at the point of submission by ticking a box. No extra work. There is a very small additional fee of AU\$75 to do this.

Each organization that scores high enough is recognized in this way will receive extra award badges (left), certificates and be featured in a series of eBooks published via Inspiring Workplaces.

EXTRA FEE - AU\$75 per section

NOTE: These are not separate categories. They are included as part of the 6-part entry form you complete.

An Inspiring Workplace worldwide



If you are named an Inspiring Workplace in your region you are automatically put forward for a chance to be named a Top 100 Inspiring Workplace globally.

At no extra cost or work to you.

How to enter — a guide

Everything you need to know on how to enter the 2025 Inspiring Workplaces Awards

About the entry you need to write



Case study based

This is a case study based award entry that you need to draft the answers to.



The entry questions

You can download the full details on entry questions, and what the judges are looking for in this pack to help you draft your entry offline.



Total points

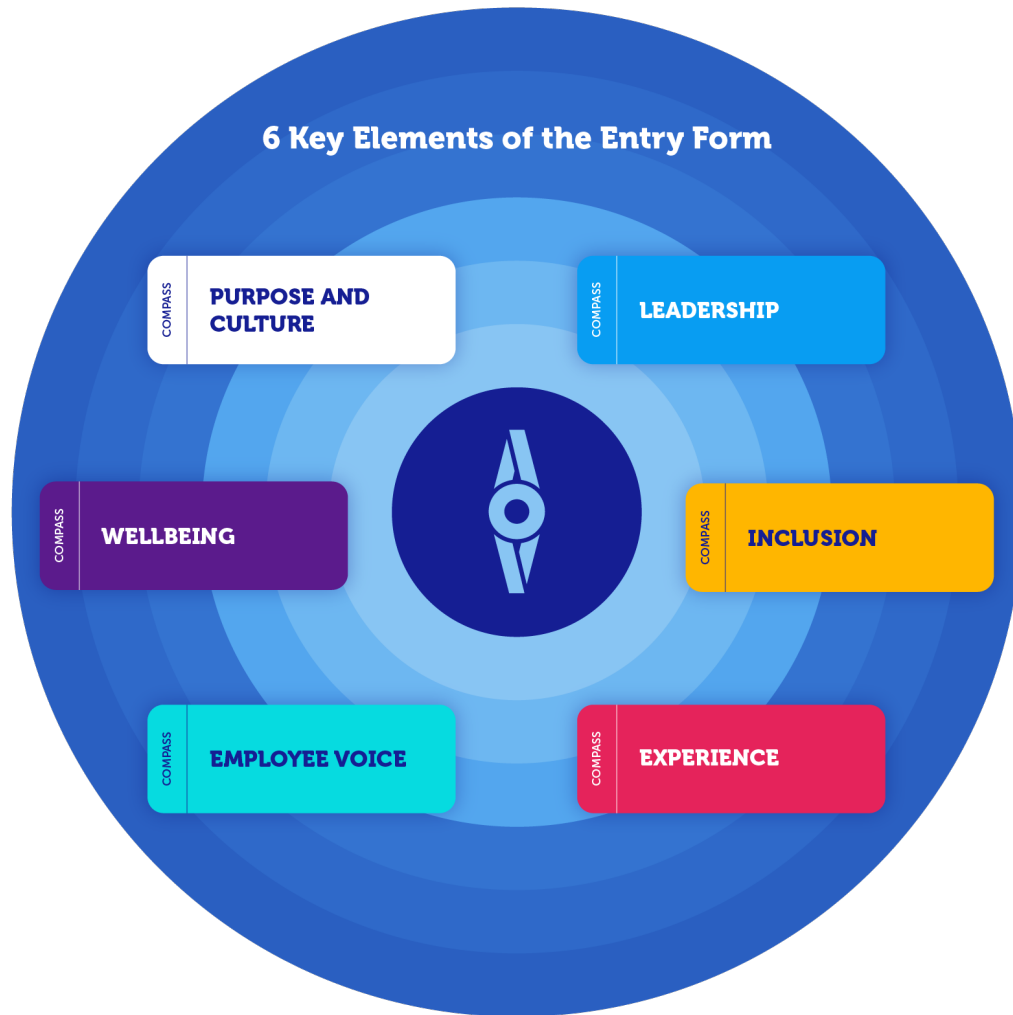
Maximum number of points awarded is 100



Word count

Maximum 400 words per question

What makes an Inspiring Workplace



We think there are six key areas that are integral to creating an Inspiring Workplace.

They are all a key part of your submission.

They include:

- Purpose & Culture
- Leadership
- Wellbeing
- Inclusion
- Employee Voice
- Experience.

Company Details

Below is a list of information about you and your company that we ask for on the entry form.

This information will be used for promotion and to contact you should you be named a finalist or win so please make sure information supplied is accurate.

1. First Name

2. Last Name

3. Job Title

4. Email Address

5. Telephone Number

3. Organization Website

4. Full Colour Company Logo

5. White Company Logo (for dark backgrounds)

6. Organization LinkedIn URL

7. Organization LinkedIn handle (e.g Inspiring Workplaces)

8. About the organization (50 words)

1. Name of Organization

2. Organization Sector

The entry questions

The main body of the entry form consists of the questions below.

You can download the full details on entry questions, and what the judges are looking for [here](#) to help you draft your entry offline. Remember to include measurable outcomes in each section.

1. **Culture & Purpose** - What is the purpose of your organization and how does it feed into your culture? 12 points
2. **Leadership** - How does your leadership inspire its people to achieve success? 12 points
3. **Wellbeing** - How do you protect your peoples' wellbeing day-in-day-out? 12 points
4. **Inclusion** - How do you continue to create an inclusive culture? 12 points
5. **Employee Voice** - How do you listen and communicate effectively with your people? 12 points
6. **EX** - How do you create an employee experience that your people feel like they belong to? 12 points
7. **What are the measurable outcomes from this overall people strategy?** 20 points
8. **What's next for the organization?** 8 points

Including Supporting Documents

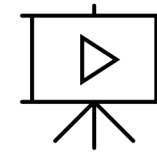


Supporting document

You can attach 1 supporting document –
Max file size 100MB

The supporting document could be a zip folder with multiple documents inside or a PDF that includes images and video links.

Ensure links don't expire before March 20th



Supporting Video

You can attach 1 supporting video –
Max file size 100MB

Steps in the process

1

Download the entry pack

Review fully

2

Register on the [online entry platform](#)

Review the entry form

3

Draft your entry

We recommend you download the questions document and draft the entry offline first

4

Finalise your draft

Paste into the [online entry platform](#) and save the draft

5

Submitting any special recognition categories?

Tick the appropriate boxes on the entry platform if so

6

SUBMIT and PAY

Payment

When submitting you have the option to pay by card directly on the platform or pay by invoice.



Pay by Card

By selecting this option you are able to pay for the entry immediately by card via the online entry platform.



Pay by Invoice

By selecting this option you will be sent an invoice to pay for your entry within 2 working days.

Entry invoices must be paid for the entry to be judged.

What's next?

What happens after submitting your entry

What happens after entry?

Feb 25, 2026



**Judges review
your entry.**

Judges will assign a score per question and from that the overall score will be calculated.

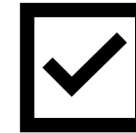
March 19, 2026



**Finalists
announced.**

Finalists for the overall list are announced.

TBC, 2026



**Winners
Announced.**

The Judging process and scoring

Your entry is reviewed by an independent expert judging panel. Their knowledge and experience and our key criteria is used to determine the Top Inspiring Workplaces. **Judges assign scores for every question.**

[Download the Judges scorecard](#)

Award winners are calculated from the overall scores for all questions across all categories.

Top 5 winners by business size are calculated from the overall scores for all questions per category. [This means you may be recognised as a top 5 category winner without making the overall Top Inspiring Workplaces list.](#)

Special Recognition Winners are calculated by individual question scores across all categories. [This means you may be recognised in special recognition without being in the overall Top Inspiring Workplaces list.](#)

Independent Judging panel

We take great pride in collaborating with thought leaders and experts in the realm of people experience. Our panel of judges embodies a wealth of knowledge, expertise, and dedication to cultivating workplaces that inspire. Spanning different industries, locations, and organizations, our judges bring a variety of experiences to the table.

To ensure fairness, every submission is judged by a dedicated panel of judges within its respective region.

At the Inspiring Workplaces Awards, our judges generously volunteer their time and expertise, serving as pillars of independence and transparency throughout the judging process.

[Download the Judges scorecard](#)



Misty J. Oratokhai
Chief Operating Officer
National Children's Center



Sarah Hood
Global Head of Engagement
Bupa



Rashmi Van de loenhorst
co-Founder
Leading Deeply, Knowing Differently



Jared Taylor
Employee Experience consultant
Ex-Disney, HP, Edelman



Gamiel Yafai
Founder & CEO
Diversity Marketplace



Faroshia Bergraaf-Ashley
Executive Coach | Trainer | Consultant
emoworks



Jason Lauritsen
Co-Founder and CEO
Check-In To Thrive



Russell Robinson
Associate Professor
American University



Erica Keswin
Bestselling Author, Speaker, and Workplace
Strategist

Judges feedback

By submitting an entry, you will receive insights and feedback from our esteemed panel of judges whether you are named as a winner or finalist or just miss out.

Helping you

Our judges provide detailed feedback that not only identifies the highest-scoring aspects of your entry, showcasing your achievements and commendable efforts, but also sheds light on the lowest-scoring sections, offering actionable advice to enhance your entry for next year.

With our judges' guidance, you'll gain a deeper understanding of your strengths and weaknesses, paving the way for even greater success in the future.

KEY DATES & FEES

Dates:

- Open for entries: **NOW**
- Early bird deadline: **November 28, 2025**
- Deadline: **February 25, 2026**
- Finalists announced: **March 19, 2026**
- Winners Announcement & Award Celebration:
2026 TBC

Fees:

- Early bird: **A\$400**
- Standard: **A\$495**
- Late: **A\$550**
- Special recognition: **A\$75**

Terms and Conditions

- All entries must be submitted using the official online entry system. Inspiring Workplaces reserves the right to extend the entry deadline as applicable.
- Work submitted must have taken place from anytime between July 2022 and February 2026 inclusive.
- Refer to the website for when the shortlisted entrants will be announced
- Organizations entering must be based in the specified awards region, have directly employed staff in the region, or registered to operate in the region. Both HQ and regional offices can enter.
- Entries must be submitted in English.
- Consultants entering on behalf of a client organization must gain the organization's written consent before completing the official entry form. Consultants are advised to clarify the position with respect to intellectual property with their clients in advance of entering. We recommend that the client be available to attend the conference and awards evening.
- If successful, IW is permitted to promote that success across our social channels and website

See this on our website at:

<https://www.inspiring-workplaces.com/terms-and-conditions>

Prefer data over storytelling? Get Certified as PeopleFirst.

Recognition through employee insight. Measured, trusted and globally validated.

Certified PeopleFirst™

Real Insight. Trusted Culture. Future-Ready

Certify or Celebrate or both?

Both are important but they serve different goals

Certification proves culture from within. Awards recognise and celebrate it from the outside. Together, they tell your full story.

[Find out more here](#) or [Contact us](#)



Here to help

If you have any questions at all about the entry process, we are here to help and to make it as easy as we can.

Please visit the [FAQ page](#) or [contact us](#).

Good luck!