

2021 DIRECTOR OF THE YEAR AWARDS

CATEGORIES

DIRECTOR OF THE YEAR - LARGE BUSINESS (£10 MILLION+ TURNOVER)

This award is designed to celebrate those directors working in a large business that has an annual turnover of more than £10 million.

Judges will look at how financial targets and KPIs have been met/exceeded, innovation, the vision for growth, sustainability, evidence of good corporate governance and the leader's understanding of key challenges, customers and the changing business landscape.

DIRECTOR OF THE YEAR - SMALL MEDIUM BUSINESS (SME) (UP TO £10 MILLION TURNOVER)

This award is designed to celebrate those directors working in a business that employs under 250 employees and has an annual turnover of less than £10 million.

This award will go to the business that can show outstanding initiative, boldness and imagination in enterprise, sustainability, as well as sound management practice, good corporate governance and commercial success.

DIRECTOR OF THE YEAR - FAMILY BUSINESS

This award recognises individuals in a family business who have responded to the specific challenges that face directors in family firms, as well as the challenges of the pandemic, and who have contributed to the success of the diverse, dynamic and innovative family business sector. Emerging leaders in a family business are eligible as long as they demonstrate the right trajectory and ethos of this very important part of the private business community.

The judges are looking for a leader who balances the needs and relationships of the company's owners with a desire to become more successful. Whether one family is in charge or several families work together, the business leader must have the potential to continue to grow and thrive within the current ownership structure.

DIRECTOR OF THE YEAR - START-UP

This award celebrates founders/co-founders of start-ups. It looks at the market opportunity identified by entrepreneurs, the model to capitalise on it and how it has been executed within the first three years of trading.

Judges will look at how initial targets and KPIs have been met or exceeded, the vision for growth, innovation and the leader's understanding of key challenges, customers and the competitive landscape, as well as a recognition of the importance of good corporate governance/ company culture.

DIRECTOR OF THE YEAR - THIRD SECTOR

Leadership in the voluntary sector is critical to good governance, including planning, efficiency, transparency and accountability. This award is open to directors whose organisations are charities, community organisations or social enterprises that do not generate profit for individuals.

The judges are looking for leaders that can demonstrate how to get the best out of others for the benefit of their organisation and the people/communities it serves. You will have a compelling vision and demonstrate a commitment to empowering others, inclusive decision-making, collaborative leadership, and innovative solutions to fulfil your organisational purpose and values.

The judges will also consider how you demonstrate impact in the context of your operating environment, financial sustainability and good governance.

DIRECTOR OF THE YEAR - PUBLIC SECTOR

Leadership is critical to good public governance, including good planning, efficiency, transparency and accountability. This award is open to leaders of public services, including public agencies, national bodies and governmental departments.

The judges are looking for leaders that can demonstrate how to get the best out of others' professional expertise and their contribution to civic society.

Wider considerations include how leaders have explained their societal contribution and impact to their stakeholders in the context of the environment in which they operate, their viability and good corporate governance.

DIRECTOR OF THE YEAR - EQUALITY, DIVERSITY & INCLUSION

Diversity and inclusion within any business are key factors in determining organisational success. Over the years many organisations have worked hard to embrace diversity within their workplaces and create an environment where everyone, regardless of gender, sexual orientation, race or cultural background or disability, can flourish and succeed.

More needs to be done to ensure that every business is inclusive, that people feel valued for what they bring to any organisation and that everyone has the same access to opportunities.

Judges are looking for examples that demonstrate that you have specific initiatives already in place to promote diversity and inclusion. These initiatives must be appropriate and relevant to your organisation and its employees. These should demonstrate:

- The impact of, and positive outcomes from, an intersectional approach (viewing personal demographics such as age, ethnicity, sexual orientation, social mobility, disability and gender in combination instead of isolation)
- Active recruitment to encourage diversity
- A voice, belonging and authenticity
- Doing things differently by incorporating Diversity & Inclusion values and behaviours, which results in a positive impact on organisational culture
- That initiatives or new practice leave a lasting legacy

DIRECTOR OF THE YEAR - SUSTAINABILITY

This award is aimed at leaders who can demonstrate how they integrate the success and smooth running of their business with a strong sense of social responsibility and corporate values and is designed to recognise the most ethical, socially responsible or green business leader in the UK.

Judges are looking for directors that are aware of the impact of their business on all aspects of society including economic, social, and environmental and your own direct and active role in this.

DIRECTOR OF THE YEAR – YOUNG

This award recognises upcoming leaders who have demonstrated excellent entrepreneurial potential, ability, ambition, creativity and vision in new or established businesses who have operated at director level for less than three years.

We are looking for someone with an entrepreneurial approach who is a calculated risk taker and innovator who is already generating excitement in the marketplace and who also recognises the importance of good corporate governance/ company culture.

DIRECTOR OF THE YEAR - NON-EXECUTIVE

NEDs can bring exceptional value to any organisation; their role is to provide a creative contribution to the board by providing independent oversight and constructive challenge to the executive directors on a broad range of subjects.

The most important qualities are judgement, wisdom and the ability to gain respect and attention from their colleagues.

This award recognises individuals that have made a significant contribution to the organisation's strategy, impacted on the financial success of the company, demonstrated high ethical standards and promoted the practice of good corporate governance.