

## 2022 Women in Defence UK Awards Criteria

### Inspirational Award

This award is to recognise where an individual has demonstrated having inspired or positively influenced the choices of other colleagues.

#### **What will the judges be looking for?**

The judges will be looking for examples of where an individual has had an unusually positive influence or impact on other individuals – this could be over a long period of time or a specific element of support. The impact of that influence could take many forms; for example, a change in behaviour; increased ambition or motivation; achievement of potential; or the courage to call out wrong-doing. The key line is in the title - 'Inspirational', for it is far more challenging to inspire others than to be inspired, which is what this award aims to recognise. The judges will expect to see evidence of how the nominee has acted as a role model.

#### **See also**

The Inspirational Award shares similarities with the Outstanding Contribution Award as both categories relate to individuals who have exceeded all expectations. The key element of the Inspirational Award is the role model aspect – inspiring others; the key element of the Outstanding Contribution Award is an exceptional contribution to the output or mission of their organisation. For early career professionals, also consider the Emerging Talent Award which is for women who consistently demonstrate exceptionally high performance in their role.

#### **Finalists from earlier years**

Last year's finalists were from the Ministry of Defence and the Army. The winner was recognised for inspiring and encouraging young women and girls into STEM and her passion and drive for positive change. The other finalists were nominated for: driving organisational change in STEM and D&I and promoting Diversity and Inclusion to improve lived experiences; for going above and beyond at work and in the community during the COVID-19 pandemic, delivering learning support to those in need and creating urgently needed healthcare items for the NHS.

#### **Who can be entered?**

This award is open to individual women only. This is any individual who uses the pronouns she/her.

## How do I nominate?

Nominating someone is simple, just go to the [Women in Defence UK 2022 Awards Nominations Proforma](#), but we advise that you read this first!

To nominate, follow these easy steps:

- Provide the contact details of the woman you are nominating, please note the need to confirm that you have her agreement to share their details.
- Tell us briefly why you think she deserves to be nominated (the citation part of the nomination form).
- Provide your own contact details.

### The citation part of the nomination form is broken down into three elements:

1. An overview of why you are nominating this woman (maximum of 200 words).
2. An explanation of how she has demonstrated the criteria for this award category (maximum of 200 words).
3. Examples of the results she has achieved as supporting evidence (maximum of 200 words).

### Please note

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### Hints and tips

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Providing context to the citation (i.e. sphere of work, day to day tasks, key challenges, etc.), and tangible evidence of the outcome or effect that this had on others will strengthen the nomination hugely. Our judges may not be familiar with all parts of the defence enterprise so avoid, or at the very least explain, acronyms.

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## **Outstanding Contribution Award**

This award is to recognise an outstanding contribution to their organisation where the nominee has exceeded expectations.

### **What will the judges be looking for?**

The judges will be looking for nominees who have gone over and above the expectations of their role to deliver an exceptional contribution to the output or mission of an organisation. This might be the nominee's employer or a client they have worked for, but the organisation should be working in defence of the nation. They may have demonstrated more than one example of going above and beyond at different times during their career – the nomination can relate to single or multiple contributions at any stage of the individual's career. There is no minimum experience needed for this award.

### **See also**

The Outstanding Contribution Award shares similarities with the Inspirational Award as both categories relate to individuals who have exceeded all expectations. The key element of the Outstanding Contribution Award is an exceptional contribution to the output or mission of their organisation. The key element of the Inspirational Award is the role model aspect – inspiring others. For early career professionals, also consider the Emerging Talent Award which is for women who consistently demonstrate exceptionally high performance in their role.

The Outstanding Contribution Award shares similarities with the Unsung Heroines Award. The key difference is that the Unsung Heroine award improves the 'morale' of people working in defence of the nation, whereas the effect of the work under the Outstanding Contribution Award is to improve the output of organisations, as they work to meet their vision or mission in support of the defence of the nation.

### **Finalists from earlier years**

Last year's finalists were from the Army, DE&S and Leonardo UK Ltd. The winner was recognised for her outstanding contribution in underpinning the coherence of the NHS response to the COVID-19 pandemic, leading a taskforce charged with establishing the 7 Nightingale hospitals. The other finalists were nominated for: their unwavering commitment, spanning two decades, in the field of protective equipment and the development of anatomically optimised body armour plates; their expertise in Electronic Warfare, developing and proving radio-frequency countermeasure algorithms and defeat mechanisms for some of the most lethal surface-to-air missile threats to UK platforms.

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# Most Collaborative Award

This award is to recognise where an individual has demonstrated that creating a collaborative working arrangement within their organisation or with another organisation has created a positive impact.

## What will the judges be looking for?

The judges will be looking for examples of where the collaborative approach adopted by an individual has made a real impact to an initiative or business output. This could be collaborating with others within teams, in charitable, cultural or business initiatives, or more widely across the defence enterprise. The benefits realised could include shared knowledge and information, efficiency savings through shared costs or an improved service.

## See also

The Most Collaborative Award shares similarities with the Inclusive Teamwork Award. The key difference is that the Most Collaborative Award is for individuals and focuses on the benefits realised through collaborative working, whilst the Inclusive Teamwork Award is for teams and focuses on the creation of an inclusive teamwork approach where everyone's opinion is valued.

## Finalists from earlier years

Last year's finalists were from DSTL, QinetiQ and the Royal Air Force. The winner was recognised for her dedication to the E7 Wedgetail programme as Project Manager, drawing together a cross-departmental team that reduced the overall cost by over £750 million without compromising capability. The other finalists were recognised for: developing collaborative relationships to further the research and work in defence technology; expanding defence's understanding of Quantum Technology and extensive collaboration between the customer, international partners and industry to deliver the end result through virtual events when physical demonstrations were prevented.

## Who can be entered?

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## **Resolute Spirit Award**

This award is to recognise individual women who have the steadfast spirit to persevere whilst overcoming real adversity.

### **What will the judges be looking for?**

The judges will be looking for examples of where an individual has shown true determination to overcome real adversity. This could include continued difficulty related to business, environment or culture, or experienced in their personal life. This award has evolved from the Special award, which included a strong element of overcoming adversity.

### **Finalists from earlier years**

Last year's finalists were from the Royal Air Force, MI5 and the Jon Egging Trust. The winner was recognised for her commitment to raising the awareness of invisible disabilities across the Armed Forces and providing a platform for those battling to be heard. The other finalists were nominated for: being an inspirational leader and delivering high quality outcomes that have a direct impact on keeping the UK safe, despite battling a life-threatening disease; for selfless commitment to the creation and growth of the Jon Egging Trust, which aims to inspire young people and help them to fulfil their true potential, supporting over 30,000 young people so far.

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## **Equality of Opportunity Award**

This award is to recognise where an individual, team or organisation has worked to create an environment where there is equality of opportunity for all individuals. Examples are: implementing policy change to enable shared parenting; leading a cultural shift so that people feel able to be authentically themselves; senior leaders role modelling inclusive leadership or flexible working; or 'being the change' that's needed to enable equality of opportunity to thrive.

### **What will the judges be looking for?**

The judges will be looking for examples of where an individual, team or organisation have helped to create the conditions where equality of opportunity for all individuals can thrive. Whilst not an exhaustive list, this could be by; changing paternity leave and pay policy so that fathers can take an equal share in caring responsibilities; taking positive action in recruiting or promotion to reduce possible effects of unconscious bias; senior leaders working flexibly thus giving 'permission' for everyone to do the same; female leaders role modelling being authentically themselves rather than reflecting the leadership style of the majority or male leaders role modelling inclusive leadership.

### **Finalists from earlier years**

Last year's finalists were from the Army, Leonardo UK Ltd and former RAF. The winners were recognised for their work in gaining equality in the workplace for breastfeeding mothers, providing guidance and pushing to ensure breastfeeding mothers don't fall behind in terms of promotions, deployments or courses. The other finalists were nominated for: their drive to create equal opportunities for all and creating an environment where every individual can thrive; their courageous approach to raising awareness of gender dysphoria and being a beacon for those struggling with gender identity.

### **Who can be entered?**

This award is open to all individuals, teams and organisations.

## How do I nominate?

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# Emerging Talent Award

This award is to recognise early career professionals (including apprentices and graduates) demonstrating high performance, who are within their first five years of work following the end of formal training or schemes.

## **What will the judges be looking for?**

The judges will be looking for examples of where professionals at an early stage in their career are consistently demonstrating high performance within their role. Examples of high performance could be related to leadership, technical ability, creativity, persistence in a complex role, etc. The judges aren't necessarily looking for a ground-breaking piece of work, more so the commitment to fulfilling their role to have the greatest impact.

## **See also**

The Emerging Talent award shares similarities with many of our other awards, in particular the Outstanding Contribution Award and the Inspirational Award. All three awards relate to individuals who have exceeded all expectations. The key difference is that the Emerging Talent Award relates to where this has occurred at an early stage in an individual's career.

## **Finalists from earlier years**

Last year's finalists were from the Royal Navy, Airbus and BAE systems. The winner was recognised for exceeding the expectations of a graduate and her work bringing together large UK companies, SMEs and academia into one of the largest Industrial R&D consortiums. The other finalists were recognised for their unfailing delivery beyond the levels of reasonable expectation in Cyber and STEM, and for exceeding expectations as a graduate by actively challenging herself to grow and for making a significant contribution to promoting STEM to young people as a mentor.

## **Who can be entered?**

This award is open to individual women only. This is an individual who uses the pronouns she/her. Individuals must be within five years of the end of a degree, or graduate or apprentice scheme, or within five years of starting work without any formal training.

## How do I nominate?

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## **Unsung Heroines Award**

This award is to celebrate those women who, on an enduring basis, have improved the 'lot' or morale of people in defence which is essential to an organisation's output, but never seeking recognition for what they do.

### **What will the judges be looking for?**

The judges will be looking for examples of women who work tirelessly and loyally, perhaps over many years; often the mainstay of a business unit, team or group; encouraging others with a kind or good word; or being the cheerful backbone of an organisation; essential to its output and always willing to go the extra mile to support others; never seeking recognition for what they contribute.

### **See also**

The Unsung Heroines Award shares similarities with the Outstanding Contribution award. The key difference is that the Unsung Heroines award improves the 'lot' or morale of people working in defence of the nation, whereas the effect of the work under the Outstanding Contribution Award is to improve the output of organisations, as they work to meet their vision or mission in support of the defence of the nation.

### **Finalists from earlier years**

Last year's finalists were from MI5 and the Army. The winner was recognised for her dedication to Defence and Security for over twenty years, spending the last decade building partnerships with commercial companies to enable the voluntary provision of key intelligence for MI5's core missions. The other finalists were recognised for: their unbridled selflessness working voluntary, unpaid clinical shifts of 10-12 hours duration with the South-Central Ambulance Service; for their efforts to drive change and introduce breast feeding policy into the Army, creating the Defence Breastfeeding Network to empower women to make their own choices about feeding their babies.

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## **Innovation and Creativity Award**

This award is to celebrate those women who have used imagination, creativity, inventiveness, or ingenuity in an innovative manner that has multiplied the effect of the UK defence mission.

### **What will the judges be looking for?**

The effect on the mission could be in many different spheres, examples are ways of working, operations, funding, smarter government, science and technology. The nominee could be the originator and developer of the idea, the leader who recognised its value and enabled it to happen or any other individual worthy of recognition. The judges will be looking for evidence of the effect – improved morale or retention, quicker, more efficient, less costly or other improvements.

### **A re-framing of the Innovation Award**

The addition of creativity to the previously named 'Innovation Award' broadens the award to emphasise that innovation occurs throughout all fields of work, not just in the scientific or engineering sectors.

### **Finalists from earlier years (from the Innovation Award)**

Last year's finalists were from the Army and DSTL. The winner was recognised for her ability and courage to make innovative decisions in the face of adversity, developing a tool to help understand the progression of COVID-19 in the UK to develop effective mitigation strategies. The other finalists were nominated for: their innovative work creating and delivering a hearing assessment and treatment paradigm for serving personnel who were hearing-injured on operations; for their innovative work in Quantum Technology, paving the way for future quantum capabilities in the UK MOD.

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## **STEM in Defence Award**

This award is to recognise an individual or team for promoting and supporting activities for young women studying science, technology, engineering and mathematics (STEM) subjects.

### **What will the judges be looking for?**

The judges will be looking for examples of where individuals or teams have supported STEM activities or set up new initiatives that have had a positive impact in getting more young women interested in these subjects.

### **Finalists from earlier years**

Last year's finalists were from Leonardo UK Ltd and Lockheed Martin. The winner was recognised for her exhaustive contribution in the promotion of STEM. Her efforts span from engaging children, inspiring young girls and encouraging colleagues in the workplace, to promoting STEM at large scale events and setting up a STEM @ Home initiative during the pandemic. The other finalists were nominated for: their determination to break down the barriers facing women and girls in the STEM field, understanding the requirement for a diverse workforce; their work in attracting, engaging and developing young people's STEM understanding, interest and skills, increasing the number of young women on the work experience programme by 250%.

### **Who can be entered?**

This award is open to all individuals as well as teams.

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## **Inclusive Teamwork Award**

This award is to recognise where a team has demonstrated inclusive working, and where all team members have had a voice and been able to contribute, leading to a successful outcome with a tangible positive impact for the organisation.

### **What will the judges be looking for?**

Margaret Heffernan, author of *Wilful Blindness* says: “An inclusive culture is one in which difference such as background, education, thinking styles and cultural orientation are seen as an asset not a problem.” This is precisely what our judges will be looking for; teams where individuals feel that their voice is heard without them having to shout. Inclusive teams are where members don’t have to hide who they are or change to fit in with ‘the norm’.

The judges will not just be looking for diverse teams. Whilst diversity and inclusion are often grouped together, they are not the same. You can have a diverse workforce without being inclusive. Inclusion is about fostering an environment that values the individuals in a diverse workforce and brings them together.

### **See also**

The Inclusive Teamwork Award shares similarities with the Most Collaborative Award. The key difference between this award and the Most Collaborative Award is the focus on an inclusive approach, as oppose to the benefits realised through collaborative working. The Most Collaborative Award is an individual award.

### **Finalists from earlier years**

Last year’s finalists were from Defence Digital, the Army / Capita and MI5. The winners were recognised for the inclusive way in which their volunteer group came together to drive change in Diversity and Inclusion, encouraging male allies to champion women, thus empowering them to reach their full potential. The other finalists were nominated for: their success following a change of focus towards inclusion, making personnel feeling they belong; their excellence throughout the COVID-19 pandemic whilst building a collaborative, inclusive team culture, making the most of everyone’s strengths that made employees feel part of an organisation that respected and valued them.

### **Who can be entered?**

This award is open to teams only.

## How do I nominate?

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- Provide your own contact details.

### The citation part of the nomination form is broken down into three elements:

1. An overview of why you are nominating this team (maximum of 200 words).
2. An explanation of how they have demonstrated the criteria for this award category (maximum of 200 words).
3. Examples of the results they have achieved as supporting evidence (maximum of 200 words).

### Please note

A nomination using essentially the same narrative or evidence should not be entered in more than one award by a single nominator. A nominee may be entered more than once in one or more categories by different nominators, providing the narrative in the citation does not duplicate, or near word for word resemble, the citations of other nominators.

### Hints and tips

Put yourself in the judges' shoes. They read lots of citations so capture their attention early, be concise and provide context. It may be obvious to you why an achievement is so worthy of recognition, but our judges may not have the same background or experience so please explain the significance.

Providing context to the citation (i.e. sphere of work, day to day tasks, key challenges, etc.), and tangible evidence of the outcome or effect that this had on others will strengthen the nomination hugely. Our judges may not be familiar with all parts of the defence enterprise so avoid, or at the very least explain, acronyms.

**There is a word limit of 200 words per section.** Even if the form allows you to enter more, the citation sent for judging will be shortened if it exceeds this limit, which could mean that it ends mid-sentence.