

## Background and Objectives



The ACI Asia-Pacific HR Excellence Recognition Program was established in year 2014 with the objective to acknowledge airports' outstanding achievements in HR management, to recognize the contribution of HR management to the success of airport business, and to share best practices in airport management. Marching to its second year of the recognition program, the 2016 program will further pursue the vision to enhance the HR management in the airport community in the region.

Being the most populous and fastest growing region in the world, the prosperity of the Asia-Pacific region depends heavily on the success of the airports, the economic engine to the communities they serve. Human resources management plays a vital role for airport business to stay viable and competitive in the development of the aviation industry. The growth of aviation industry presents to airport business many opportunities and challenges. With creative HR management at the airport we can help shape the success of future airports.

If your airport would like to share your achievement in the excellence of HR management, we urge you to participate in the ACI Asia-Pacific HR Excellence Program.

## Recognition Criteria



## Recognition Categories



**Gold, Silver and Bronze** Recognitions will be given to the top 3 scorers based on the criteria set forth. Winner of Gold Recognition will be invited to

present the paper at the ACI Asia-Pacific Regional Assembly, Conference & Exhibition (APAA) which will be held in Gold Coast, Australia, 18-20 April 2016. Winners of Gold, Silver and Bronze Recognitions will be awarded 2 complimentary registrations to attend the APAA in Gold Coast, Australia.

### Testimonial from 2014 Gold Winner Queensland Airports Limited

"It was a great honour for Queensland Airports Limited to be selected as the winner of Gold Award in the inaugural ACI APAC HR Excellence Recognition Program. This award allowed us the opportunity to highlight the great work that our airport and particularly the Human Resources team is doing to deliver important business outcomes through good HR practice. We were

particularly honoured to present the work we have undertaken as part of the World Human Resources Forum in Seoul.

Asia Pacific airport human resources practitioners are at the forefront of HR practice in airports and we are fortunate to have been recognised as a leader in this field. We hope our experience will encourage others to strive for HR excellence in their airports and they can take away some of the examples we shared in terms of their own developments. This can only help

to enhance the overall airport industry and position us as a preferred place of employment for top talent.

We would like to take this opportunity to thank ACI Asia-Pacific for providing such a wonderful opportunity for us to share our experience and be the beneficiaries of peer recognition. We strongly encourage others to actively participate in the next HR Excellence Program in 2016."

Testimonial from  
2014 Silver Winner

**Changi Airport Group**

“CAG is honoured to receive the Silver award for ACI Asia-Pacific HR Excellence Recognition 2014.

This program is a great platform for airports to showcase their people practices and initiatives and how these have played a key role in shaping their businesses.

It has also inspired us to innovate and to challenge ourselves to further enhance our people practices so that we can build a productive and engaged workforce.

Through the program, we also get to learn from fellow HR practitioners from airport companies in the region.

For us in CAG, it has been a fulfilling and memorable experience participating in this program.”

## Topic

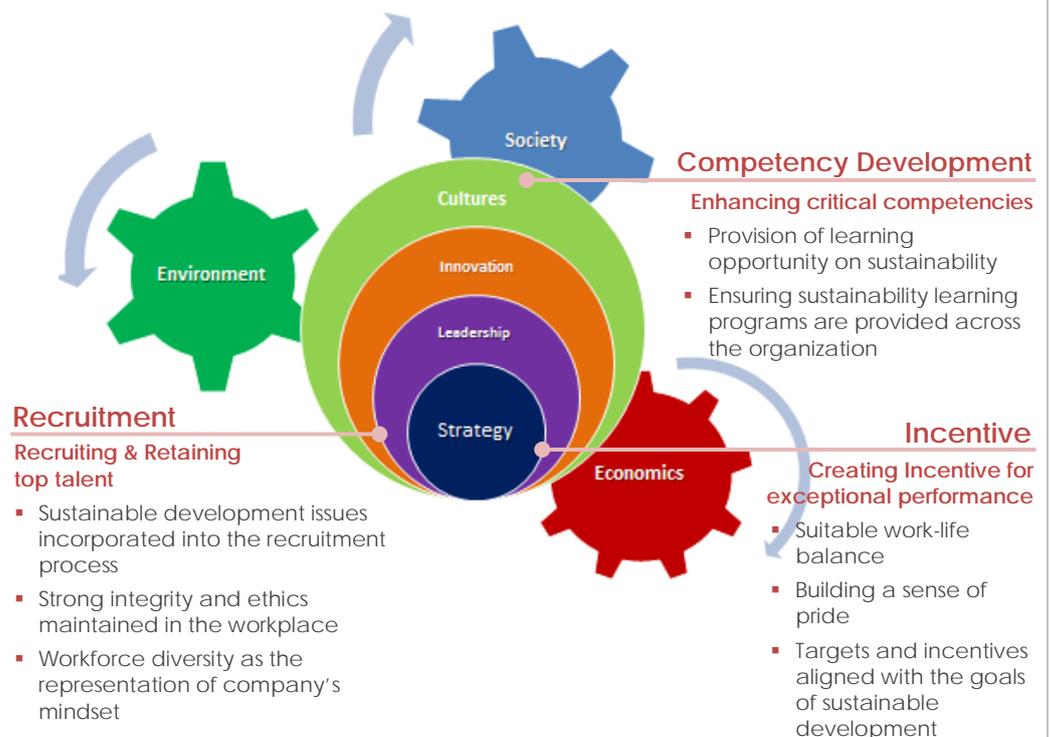
### HR Excellence in Strategy, Innovation, Leadership and Culture in Delivering Sustainable Airports

**Sustainable development** rests on three fundamental pillars: economic growth, ecological balance, and social progress. Organizations are becoming increasingly aware of the benefits of sustainability both to society and to their own bottom lines.

Sustainable development is not just the responsibility of environmental specialists or communications professionals. It requires contributions from people across all functions of an organization. HR plays an important role in integrating the sustainable development in airport business, and proactively contributes or influences management and employees in order to enhance sustainability.

The study of Cambridge Institute for Sustainability Leadership shows that this could be achieved through three main HR components: recruitment, incentive, and competency development.

### HR Excellence in Driving Sustainable Airports



Please share the HR initiative or program put in place at your airport that leads to the **sustainability of airport business**. The paper must demonstrate the airport's commitment in balancing financial performance with contributions to the quality of life of their employees, the society at large and environmentally sensitive initiatives. These may include, but not limited to, the above mentioned three main HR components.

## Application

Any ACI Asia-Pacific airport members in the HR Network and in good standing are eligible to apply by submitting ONE paper pertaining to the above mentioned topic for the competition.

The paper should provide insightful and structural analysis and case study on the recent HR initiatives or program development or achievement at your airport and demonstrate the contribution to its airport business sustainability.

## Panel of Judges

The panel of judges will be led by Ms. Kerri Mather, Managing Director & CEO, Sydney Airport, and 2nd Vice President, ACI Asia-Pacific, and other distinguished HR experts from the aviation industry, including Chairs of ACI North America/Europe/Latin America HR Committees.

## Submission Deadline and Guideline

The submission deadline is **4 January 2016, 12:00 noon Hong Kong Time (GMT + 8 hours)**. All submissions must be in English and should be **12–15 pages of A4 paper** including references and appendices. All submissions must be in Microsoft® Word.DOC format or PDF file together with the application form and to be sent to [hr\\_recognition@aci-asiapac.aero](mailto:hr_recognition@aci-asiapac.aero) by the deadline.

## For more information,

Please write to [hr\\_recognition@aci-asiapac.aero](mailto:hr_recognition@aci-asiapac.aero)  
or visit our website at [www.aci-asiapac.aero](http://www.aci-asiapac.aero)

### Testimonial from 2014 Bronze Winner

#### Adelaide Airport

“Adelaide Airport was delighted to be successful in the ACI Asia Pacific Human Resources Excellence Recognition 2014.

Being smaller than other major Australian capital city airports, we recognise the need to employ and retain high calibre staff who might otherwise be tempted to seek employment elsewhere.

It’s one thing to tell prospective staff of the positive attributes of working within our organisation, but it is another thing to be able to demonstrate that our own peers agree with our recruitment and staff retention strategies. We felt the high standing of ACI Asia Pacific would help provide a point of difference in promoting Adelaide Airport as an employer of choice.

Highlighting this achievement adds further weight to our employer branding strengths, which is vital in a highly competitive market to attract quality candidates.

We also believe that peer recognition, particularly at an international level gives our employees pride that their hard works is recognised and celebrated.”



## Application Form

### ACI Asia-Pacific Human Resources Excellence Recognition 2016

**For Internal Reference**

Reference number:

Received Date:

**Submission Deadline: 4 January 2016, 12:00 noon HK Time**

*Acknowledgement of Receipt of the Application – ACI Asia-Pacific Regional Office will acknowledge the receipt of each entry application by email with a reference number. If you do not receive the entry acknowledgement two working days after submitting the application, you are advised to contact the ACI Asia-Pacific Regional Office immediately.*

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Airport Name:

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Contact Name:

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Business Title:

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Email:

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Phone:

*Entrance Declarations*

- *I agree to the report being publicized at the discretion of ACI Asia-Pacific.*
- *I agree that the ACI Asia-Pacific and/ or the Panel of Judges have full authority to make final decisions in all matters in relating to the “ACI Asia-Pacific Human Resources Excellence Recognition 2016” without obligation to disclose the reasons.*

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Signature of Official/ Alternate representative to ACI Asia-Pacific:

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Name of representative:

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Business Title:

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Date:

For enquiries or to submit application, please contact us at [hr\\_recognition@aci-asiapac.aero](mailto:hr_recognition@aci-asiapac.aero).