



Z People Awards 2015

THE FUTURE TODAY

At Z, we believe leadership matters because;

- great leadership delivers measurable results
- people at all levels can be encouraged to make a difference through leadership

At Z, we also believe the only way to grow as a company is if people grow.

- Training and the chance to put new skills into action at work helps contribute to individual development and growth, which helps people to be extraordinary in their roles.

In partnership with Civil Contractors New Zealand (CCNZ), we want to support and celebrate great leadership in the civil construction sector plus show support for and celebrate those that take ownership of their development journey.

If you think you've got what it takes, or if you know someone who does, we'd love to hear from you!

The closing date for nominations is
9am, Monday 25 May 2015.

About Z

Z is one of New Zealand's largest fuel companies, providing around one third of New Zealand's total fuel needs.

With over 300 service stations and truck stops across the country, we're never far away.

We supply the fuel that keeps trucking companies, transport firms, construction companies, farmers, loggers, mining operations and a whole lot more going from sunrise to sundown - and beyond.

A Kiwi company, Z is committed to being world-class and leading the way to do what matters. We have a long standing relationship

with CCNZ and are proud supporters of their People Awards, to recognise the achievements and professional development of individuals within the civil construction industry.

To find out more about Z, visit z.co.nz.



In addition to bragging rights, the Emerging Leader and Training Development winners might just walk away with..

- A **certificate** for becoming a semi-finalist.
- Complimentary **travel and accommodation** to attend the CCNZ annual conference and Construction Awards dinner in Taupo for all semi-finalists.
- **\$1,000 cash** to do whatever you want with if you are the winner.
- A stunning artist designed **trophy** (so everyone can see you've won).
- Time with an **industry mentor** throughout one year if you are the winner.
- **One year's subscription** to the Contractor Magazine.
- **150 Fly Buys bonus points** if you get to the interview stage and another 150 if you win.
- Plus! The two runners up will receive a **Z Energy \$100 gift card and certificate.**

Other benefits you might experience:

- A chance to compare yourself with your peers.
- Recognition of your efforts, skills, and experience.
- A chance to meet the top industry people and network at the CCNZ conference if a finalist.

Judging criteria: Training Development Award

The CCNZ Training Development Award sponsored by Z aims to recognise how individuals develop a career path and how they make the most of the opportunities made available to them in the civil and general contracting industry.

Application information - Training Development

Applications are open to individuals that are:

- Employed within the Civil Construction industry for at least 12 months and by a member of CCNZ.
- Able to demonstrate their industry experience to date.
- Aged 30 years and under.
- Nominated by employer, manager or mentor.
- Have been involved in a team that has benefited the company.
- Took advance of opportunities on your training journey and how you made the most of these opportunities.

And

Stage two: Video of your team members, boss, and yourself talking about:

- The value you bring to your employer.
- Your colleagues tell us about your training and learning progress and how this has impacted on your performance.

What the judges are looking for in your submission and video are:

- How well you describe your work place, project(s) and your role within the company plus an understanding of the path you have taken.
- A Description of you from your colleagues and how your employment has benefited the company.

Please ensure you:

- Complete the application form and all the criteria with as much detail as possible.
- Are available to attend the CCNZ conference in Taupo 5-7 August 2015.

Stage one - Written submission on the following points

300 - 500 words on how you

- Plan your training path.
- Overcome challenges.
- Developed your goals and kept to them.
- Received support from your mentor, how this impacted on your goal.
- Received company support and how this impacted your progress.



Next Step

The judges will read your submission, watch your video, and discuss your full application. From here they will pick five semi-finalists.

Stage three (semi-finalist): if this is you, the judges will visit you on-site for an interview. They will be looking to see how training has impacted on your day to day job and to see you in action.

They'll be looking:

- To see you in action to see you in your natural environment.
- At how training has added value to yourself and your personal ambition.
- For examples of successes and failures both in the classroom and on site.
- At how training has added value to your team.
- At how training has supported you in ways that are not written in the text books.

How you structure the interview with the judges is up to you. This is your time (generally two hours) so make the most of it – shine and share with our judges.

What the judges are expecting at your site interview are:

(times are just a guide – you have about two hours max).

- One on one time – about half an hour
- Meet the team – 10 minutes
- Meet the boss – 10 minutes
- Site visit and show off your current project and point out how training helped you with your project successes and failures. – Half an hour to one hour.
- A ten minute one on one at the end.

Judging criteria: Emerging Leader Award

The CCNZ Emerging Leader Award sponsored by Z is looking for leaders who have innovated, impressed and made a difference to the industry and employer over the past twelve months.

Application information- Emerging Leader

Applications are open to individuals that are:

- Employed within the Civil Construction industry and by a member of CCNZ.
- Able to demonstrate their industry experience to date.
- Aged 35 years and under.
- Nominated by employer, manager or mentor.

Please ensure you:

- Complete the application form and all the criteria with as much detail as possible.
- Are available to attend the CCNZ Conference in Taupo 5-7 August 2015.

Stage one – Written submission on the following points

300 – 600 words on how you

- Motivate and inspire the people around you to accomplish more than they would have normally done.
- Create a compelling vision of the project and help others understand their role in achieving measurable outcomes.
- Share responsibilities, information, and recognition when working towards the achievement of the project goal.

- Give team members the tools, authority and trust needed to achieve their tasks.
- Use prompt decisive action to resolve issues quickly and effectively.
- Communicate in a manner that is open, honest, and clear to all.
- Your leadership has impacted on the measurable outcomes of the project.

Stage two - Video of your team members, boss, and yourself telling us about:

- Your work place, project(s) and your role and the industry.
- Your colleagues telling us about your leadership skills and how this has impacted on them.
- Your colleagues telling us about your good work practices.
- Your colleagues telling us about your General Contracting knowledge.
- You telling us about industry standards that effect your current role/project and how you strive to reach them.

What the judges are looking for in your submission and video are:

- How well you describe your work place, project(s) and your contribution through your role within the company.
- Information about you from your colleagues on how your employment has benefited the company.

Next Step

The judges will read your submission, watch your video, and discuss your full application. From here they will pick five semi-finalists for a site visit.

Stage three (semi-finalist): If this is you, the judges will visit you on site and will be looking to see your leadership skills in action. They'll be looking:

- To see you in action in your natural work environment.
- To see what your personal ambition is.
- At how you inspire your team.
- How you show good work practices while leading your team.
- Examples of successes and failures with your leadership style.
- At what leadership skills you see as most valuable for our industry issues?
- At how you structure the meeting with the judges.

This is your time (generally two hours) so make the most of it – shine and share with our judges.

What the judges are looking for in your site interview are: *(times are a guide – you have about two hours max).*

- One on one time – Half an hour
- Meet the team – 10 minutes
- Meet the boss – 10 minutes
- Site visit and show off your current project and point how training helped you with your project successes and failures. – Half an hour to one hour
- A ten minute one on one at the end.



Details of entry

The entry form must be completely filled in. If not filled in properly the nomination may be disqualified. Only submit a nominee that meets the criteria. Your answers can be written/typed on separate paper. Please note individuals who are paid employees of Z or CCNZ are not eligible to be nominated.

Nominee's entry and biography will be reviewed by the judging panel. The judges will shortlist - selecting five (5) to be visited by the judges at the nominee's workplace. Then the panel will select three (3) finalists from each category to attend the Z People Awards at the CCNZ 5-7 August 2015, Taupo where a winner for each category will be announced.

The panel of judges will consist of one contractor (CCNZ member), one representative from Z and one representative from a leadership background or a training ITO.

Judges will consider eligibility based on all criteria contained in the entry form, submission, interview and site visit. The judges' decision will be final. No award will be given if the judges' opinion is that no applicants reach the required level. If false information, inappropriate behaviour, or advice of inappropriate behaviour of any nominee is received by the judges, then the judges reserve the right to re-evaluate the information and change their decision - even if the award has been announced and recipient notified.

Travel and accommodation

The three (3) finalists from each category will have their travel and accommodation costs covered. If a nominee withdraws from the Z People Awards then all travel and accommodation to the CCNZ Annual Conference will be canceled. It is a requirement that semi-finalists attend conference sessions and events while attending conference. An itinerary will be provided.

Terms and conditions

Civil Contractors New Zealand reserves the right to change or delete any award terms and conditions at any time without notice to nominees or nominators. CCNZ may also terminate the awards at any time without notice. The nominee allows the use of his or her name, image and submission details in advertising and publicity material for an agreed period of time.

The employer accepts that the nominee will also be reasonably available to assist CCNZ with career day activities to promote the civil construction industry.

The closing date for nominations is
9am, Monday 25 May 2015.

Further information

If you have any queries please contact
Tricia Logan on:

Ph: **04 496 3278**

P O Box 12-013, Wellington 6144

Email: tricia@civilcontractors.co.nz

