

VGSOM AWARD FOR EXCELLENCE IN

Thought Leadership in HRM

Honouring ideas. Inspiring impact. SHAPING THE FUTURE OF HR

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OUR MISSION

The VGSOM Annual Excellence in Thought Leadership in Human Resources Awards recognise organisations and HR leaders who advance people practices through innovation, research, policy, digital transformation, leadership development and measurable organisational impact.

Who can apply?

Private and public sector enterprises with demonstrable contributions to HR innovation and thought leadership

Award objectives

- 1 Recognise exemplary thought leadership and innovation in HRM.
- 2 Promote evidence-based HR practices that support organisational excellence and employee well-being.
- 3 Foster dialogue on the future of work, talent management and people analytics.
- 4 Encourage scalable, innovative and impactful HR practices.

Award criteria



HR THOUGHT LEADERSHIP

Original ideas, research or influence shaping HR practice.



LEADERSHIP DEVELOPMENT

Programmes that build ethical, capable and future-ready leaders.



TALENT ACQUISITION & EMPLOYER BRANDING

Innovative talent attraction, selection and employer-brand practices.



LEARNING & CAPABILITY DEVELOPMENT

Capability-building systems with demonstrable workforce outcomes.



DIVERSITY, EQUITY & INCLUSION

HR initiatives that improve inclusion, access and belonging.



EMPLOYEE EXPERIENCE & WELL-BEING

People practices that improve work experience and well-being.



PEOPLE ANALYTICS & HR TECHNOLOGY

Responsible HR technology and analytics for better decisions.

Great HR work deserves a platform.

Evaluation parameters

- Originality and innovation
- Employee engagement outcomes
- Technology adoption in HR
- Scalability and replicability
- Strategic business impact
- Leadership development initiatives
- Diversity and inclusion outcomes
- Measurable organisational impact

Awards may be based on HR-related initiatives undertaken during the preceding financial year.

Benefits of winning

-  **Prestige & recognition** — national visibility for HR leadership and innovation.
-  **Amplified visibility** — showcase achievements to a wider HR and management community.
-  **Network & collaborate** — connect with leaders, experts, policymakers and academics.
-  **Professional growth** — build credibility and create new partnership opportunities.
-  **Knowledge impact** — contribute to stronger people practices and the future-of-work dialogue.

Selection process

- 1 Open nominations**
Organisations, individuals or groups may submit nominations.
- 2 First-level screening**
A VGSOM / IIT Kharagpur faculty committee screens nominations for eligibility.
- 3 Presentation by shortlisted nominees**
Shortlisted organisations or nominees may present their work.
- 4 Jury evaluation**
Jury may include IIT Kharagpur faculty, industry leaders, HR experts, policymakers and distinguished academicians.

NOMINATIONS

Open now

LAST DATE

5 December 2026

AWARD ANNOUNCEMENT

31 December 2026

AWARDS PRESENTED AT

Purvodaya 2027

Organised by VGSOM

NOMINATE ONLINE

Online nomination form

CLICK HERE TO NOMINATE →

<https://forms.gle/53qCk4grLt58kMmC6>

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