

JUDGING CRITERIA: INDIVIDUALS

Entries in the **Individual Consultant categories** will be judged against the following criteria:

JUDGING CRITERIA	EXAMPLES OF WHAT JUDGES WILL BE LOOKING FOR
Client Focus	<ul style="list-style-type: none"> ■ Understanding of the client's requirements and responding appropriately. ■ Managing expectations and keeping the client informed, as well as demonstrating sensitivity and diplomacy. ■ Use of knowledge and skills to inform and challenge the scope of the work. ■ Acting as trusted adviser to client and challenging them to do better.
Leadership	<ul style="list-style-type: none"> ■ Identifying and eliminating obstacles to performance. ■ Communicating a clear vision. ■ Motivating others to succeed and achieve or even exceed objectives both within team and with clients. ■ Developing others to improve their capability.
Teamwork	<ul style="list-style-type: none"> ■ Supporting, developing and working with others to achieve objectives. ■ Transferring skills and knowledge to clients and colleagues. ■ Showing respect for others and resolving conflicts. ■ Promoting team cohesion and success.
Communication	<ul style="list-style-type: none"> ■ Sharing information appropriately. ■ Adapting content and style to suit the audience. ■ Encouraging others to speak and listening to their views. ■ Using influencing strategies appropriate to individual situations.
Project Management	<ul style="list-style-type: none"> ■ Ensuring deadlines, budgets and project objectives are met. ■ Demonstrating sound time management, quality control and risk management. ■ Allocating work streams and reviewing progress. ■ Taking appropriate decisions to achieve or exceed project delivery.
Critical Thinking	<ul style="list-style-type: none"> ■ Breaking down a problem or situation and understanding the implications and interdependencies. ■ Using creativity and imagination to develop and implement solution. ■ Creation of new process or tool or adaption of existing tools for use in new settings. ■ Identifying and assessing the potential outcomes. ■ Doing things differently by incorporating D&I values and behaviours in the way that they work which results in a positive impact.
Specialist Knowledge	<ul style="list-style-type: none"> ■ Recognition as an expert. ■ Depth and breadth of knowledge. ■ Influence of thinking and the business agenda in a sector or discipline.

