



SPOTLIGHT AWARDS FOR HR TECH START-UPS

Entries open from June 15, 2015



The Spotlight Awards is an innovative and exciting event that aims to identify and applaud ground-breaking HR technology start-ups that are transforming recruitment, talent management and HR decision making.

These awards are bestowed upon those technology players, who have shown great innovation and developed exceedingly transformative solutions to empower and refine the HR function. Their initiatives must enhance the collaboration between employees and change the future of the workplace.

We invite nominations for the Spotlight Awards for HR tech start-ups in any of the following areas:

- **Futurism in Recruitment:** The nominees should exhibit outstanding technology solutions that have transformed the entire recruitment process. They should also have taken into account, all aspects of acquiring talent to the next level of business impact.
- **Futurism in Talent Management:** We are looking for technology solutions that excel in the areas of performance management, learning and development, rewards and recognition, employee engagement and other related aspects, to build superior impact.
- **Futurism in HR Analytics:** A radical and impressive technology solution that analyzes, predicts, assesses and measures big data in HR and its linkages to business, leading to a meaningful impact.

TO EVALUATE THE MAGNITUDE OF INNOVATION AND IMPACT, ALL ENTRIES MUST ANSWER THE FOLLOWING QUESTIONS WITH A DEFINITIVE AND CLEAR INTENT.

1. What is the business problem being addressed by the new technology?
2. What is the business impact this technology brings?
3. How is this technology scalable?
4. Why is this technology futuristic?

TO BE ELIGIBLE FOR THESE PRESTIGIOUS AWARDS

1. All interested organizations should nominate a technology product. (It is important to note that technology should be the foundation of the product.)
2. The organization should have proprietary rights over the product being nominated.
3. The organization should have an annual turnover of less than ₹25 crore.

WHY SPOTLIGHT AWARDS?

The Spotlight Awards is a one-of-a-kind event that lauds innovation in HR technology on a massive scale. It is THE platform to showcase innovation and be noticed by the ones who influence the industry. You get a chance to change the face of the HR Tech industry when you do your best to impress a prestigious jury of VCs, CHROs, CEOs, investors and other prominent figures in the HR technology space. The audience consists of the most well known game-changers and pioneers in the field, which gives you an excellent opportunity to connect with the best in the business and widen your network for an impressive future.

THE PROCESS

Stage 1 Nominations (June 15 - July 15, 2014)

Nominations shall be made online. The application fee is ₹25,000 per application. If your organization has more than one product that they would like to nominate, each product will need a fresh application. All applications will be considered independently. The application form includes a set of descriptive questions that will have to be answered in a clear and concise way. You may also upload additional documents to strengthen your organization's application. The last date to submit applications is July 15, 2014.

Stage 2 Short-listing (July 15 - July 30, 2014)

Our Jury Panel will review all applications and supporting evidence received. The Jury Panel comprises of VCs, CHROs, CEOs and Entrepreneurs from top Indian and international firms.

Stage 3 Finalists Chosen (August 1, 2014)

3 finalists will be chosen under each category by the Jury Panel and they will participate in the follow-up rounds. The finalists will be notified in the first week of August.

Stage 4 Elevator's Pitch (on the day of the Awards, August 22, 2014)

At the event, as a finalist, you will be given a chance to showcase your product to the Jury Panel and audience. You will get an opportunity to demonstrate your organization's product to the best of its abilities and talk about its business benefits with a 5 minute presentation. After the presentation, you will be asked questions by the Jury Panel as well as the audience, about your product. Post the pitch, the audience will also vote.

Stage 5 Winners Chosen (on the day of the Awards, August 22, 2014)

The winners in each category will be selected based on the above mentioned criteria for identification, the Jury's opinion as well as the Audience's poll.

WHEN YOU SEND IN YOUR NOMINATIONS

Each applicant shall receive:

- 1 event pass worth ₹25,000 that gives you access to the entire conference
- Branding at the event to showcase your organization prominently
- Promotion of your product in People Matters media channels.



ONCE YOUR ENTRY HAS BEEN CHOSEN AND YOU HAVE BEEN SHORT-LISTED

Each finalist shall receive:

- 2 event passes worth ₹50,000. The passes give you access to the entire award function and the chance to meet the best in the business
- 1 demo box worth ₹1.5 lakhs, where you can showcase your innovation to the best of its abilities
- Branding at the event to showcase your organization prominently
- Personal interaction with the Jury Panel, a chance to talk to thought-leaders and get advice from the very best
- An opportunity to showcase your product to an audience and jury consisting of esteemed VCs, CHROs, CEOs, investors and leaders in the HR technology space
- Exclusive editorial coverage in People Matters magazine

THE WINNERS SHALL RECEIVE

- A commendation and felicitation ceremony at the exciting TechHR gala event on August 22, 2014
- An exclusive interview of the founders/CEOs/heads of the winning organizations that will be featured in an upcoming issue of People Matters magazine
- Dedicated editorial coverage in the upcoming issue of People Matters magazine and website that will put the spotlight on them
- Winners will receive media coverage worth INR 3 lakhs in People Matters media channels

JURY MEMBERS



Anshoo Sharma
Principal
Light Speed Ventures



Rahul Khanna
Managing Director
Canaan Partners



Sanjeev Bikhchandani
Co-founder
Info Edge India Ltd.



Elango R
Executive Vice President
Emerging Geography SBU &
Global Chief Human Resources Officer
Mphasis, an HP Company



Ganesh Natarajan
Vice Chairman & CEO
Zensar Technologies