

Nomination: 7767

Talia D'Aquino

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Montu
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Talia D'Aquino
Category C01 - C16 Individual > C15 - Rising HR Star of the Year
Individual Submission Format Written Answers
a. Briefly describe the nominated individual: history and past performance (up to 200 words). Required Talia D'Aquino has been an instrumental force since her arrival in July 2023, overseeing the seamless onboarding of over 800 employees with personalized care and attention. She has earned consistent praise for her individualized support, ensuring each new hire feels valued and equipped for success. Talia's innovative spirit shines through in her creation of initiatives such as baby welcome swag packs and compassion boxes, fostering a culture of support and well-being within the company. Beyond onboarding, she actively champions employee welfare by managing programs like the Employee Assistance Program (EAP) and spearheading reward and recognition efforts. Talia's multifaceted role also extends to administrative duties, including the management of the company wiki. Through her unwavering dedication to employee engagement and holistic support, Talia has become an indispensable asset to the organization.
b. Outline the nominee's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required Talia D'Aquino has demonstrated exceptional leadership and innovation in enhancing the employee experience across various initiatives: Parental Leave Support: Talia spearheaded efforts to create a more supportive and inclusive environment for employees taking parental leave. This included the introduction of baby welcome swag packs and compassion boxes to celebrate new arrivals and provide support during significant life changes. International Women's Day: Talia led initiatives to recognize and celebrate International Women's Day, fostering awareness and empowerment within the organization through events, discussions, and educational activities. R U OK? Day: Talia organized activities and resources to promote mental health awareness and support among employees on R U OK? Day, encouraging open conversations and community connection. End-of-Year Events: Talia successfully orchestrated state-wide end-of-year events across Australia, ensuring engagement and celebration among all employees, despite the challenges of a virtual company. Virtual and In-person Connection: Recognizing the importance of both virtual and in-person interactions in a virtual company, Talia implemented strategies to facilitate meaningful connections and organization-wide cohesion through various digital platforms and occasional in-person gatherings. Onboarding Learning Pathway: Talia pioneered a new onboarding learning pathway, designed to enhance the onboarding experience for new hires by providing structured and engaging learning opportunities tailored to their roles and needs. Through these achievements, Talia has not only improved employee experience and engagement but has also strengthened the company culture and supported organizational growth. Her commitment to creating a supportive, inclusive, and dynamic work environment has had a profound impact on employee well-being and organizational success.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the nominee's past performance (up to 250 words). Required

Talia D'Aquino's achievements stand out for their unique combination of innovation, inclusivity, and impact on employee well-being, setting her apart from others in the industry.

Firstly, her initiatives to support employees during significant life events, such as parental leave, demonstrate a deep understanding of the holistic needs of the workforce. The introduction of baby welcome swag packs and compassion boxes not only celebrates new additions to the family but also provides practical support and fosters a culture of care and inclusivity rarely seen in many organizations.

Moreover, Talia's leadership in organizing events for occasions like International Women's Day and R U OK? Day showcases a commitment to promoting diversity, inclusion, and mental health awareness within the workplace.

Talia's initiatives represent a significant evolution in her approach to employee experience and engagement. While she may have previously focused primarily on onboarding and administrative tasks, her current achievements demonstrate a broader understanding of the importance of fostering a positive workplace culture and supporting employees throughout their entire journey with the company.

Additionally, when compared to industry standards, Talia's initiatives set a new benchmark for employee experience and well-being. Few organizations prioritize such comprehensive support for employees during life transitions or invest in initiatives promoting diversity and mental health to the extent demonstrated by Talia.

Overall, Talia's achievements underscore her exceptional leadership, creativity, and dedication to creating a workplace where employees feel valued, supported, and empowered to thrive.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Webpage Link

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Supporting Document

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