**Best Newcomer**

First thing’s first, welcome to the Investors in People community!

You’ve done the hard work, now it’s time to be celebrated for it.

If you’re in your first 3 years of accreditation then you’re eligible. This is a chance to show us how you put the focus on your people and the impact it’s having for your business.

**Take us back a little. Tell us about your journey with Investors in People and what’s happened since you got your accreditation.**Getting Investors in People accreditation is no easy feat, so tell us about your journey to achieving accreditation.

What brought you to Investors in People? What did your assessment show you? And what changes have you made or started to make since?

If you’re already seeing results, include them here too!

Character limit: 4,000 characters including spaces

**Tell us about your ambition and how your people are a part of the journey to achieving it.**

It could be about profit. It could be about making a difference. We’re not judging what you’re trying to achieve. That’s your business. Literally.

What we want to know is how your people are going to get you there.

Character limit: 2,000 characters including spaces

**Let’s talk about your people some more.**   
You’ve told us how your people are going to get you to your ambition, now tell us what’s in it for them!

Tell us a bit more about your plans for them. How are you going to keep them engaged and involved on your journey.

Character limit: 2,000 characters including spaces

**Anything you’d like to show us?**You won’t score any bonus points (sorry!) but feel free to add in some extra pieces of content here that will help to show us your story. It could be a video or pictures. Literally anything that you think will help us to really understand what you’ve told us in the previous questions.

Limit: 3 pieces of content

**Criteria:**

To be eligible for this category, you need to still be in your first three years of accreditation with us.

Not 100% sure you’re eligible? Contact us and we’ll let you know!

Any organisation is eligible to apply for this category!

There is a £199 +VAT charge to apply for this category, but because you’re accredited you will receive a 10% discount on the entry fee!

You can only submit one application for your organisation to this category!