

INTRODUCTION

The Business Culture Awards are in their 11th year, and for the first time in Norway, having recognised organisations across diverse sectors for work which contributes to creating and sustaining a positive and productive culture and employee experience.

This entry kit outlines key dates, steps to enter and entry fees for the Awards and Norske Event held in Oslo, Norway.

If you prefer, you can go straight to the [Award Entry Platform](#) to get started. You'll find this information as you create your entries.

ENTRY FEES

Standard Entry Fee - 4,800 NOK + MVA single entry

Early Bird Offer - 2 Entries for price of 1 (When paid for and submitted by Fri 12th June. Entry content can be edited anytime up until Fri 25th Sept)

Late entry submitted after 25th Sept - 5,500 NOK + MVA per entry (this includes entries previously paid for but submitted after the deadline).

EASY STEPS TO ENTER

- 1) Decide on the category/ies which best suit your work. There's no limit to the number of categories you can enter.
- 2) Create an account on the [Award Entry Platform](#), when you're ready to start your entry/ies.
- 3) Complete the four entry questions, saving in progress. You can go back to your entry/ies as many times as you like.
- 4) Attach up to 3 pieces of supporting evidence, including videos, reports, slides etc. You can also opt to enter without these.
- 5) You can copy the same or similar content into a different category, to give yourself more chance of success.

KEY DATES

5 MAY

AWARD ENTRIES OPEN

2 DEC

FINALISTS REVEALED

12 JUNE

EARLY BIRD ENTRIES CLOSE

21 JAN

WINNERS ANNOUNCED
& AWARDS CEREMONY

25 SEPT

FINAL ENTRY DEADLINE

BENEFITS OF ENTERING

The Business Culture Awards gives forward-thinking organisations a way to celebrate work which sets their employees up to succeed; recognising how employee experience is fundamental to business performance. By strengthening your culture and sharing the outcomes you are:

- Creating a sustainable competitive advantage that is much harder to imitate than your products or services.
- Focusing on your employee engagement, one of the leading metrics of organisational performance.
- Applying an effective channel to promote, within and outside of your sector, how your company values its unique culture and its people, with promotional badges and assets provided by Business Culture Awards for your own marketing. Plus further promotional material generated by the Awards team, with your approval.
- Gaining access to the powerful Business Culture network and community, which comprises leading practitioners and thinkers in HR and business.
- Demonstrating value to your investors or stakeholders by aligning a stand-out customer brand with an exceptional employer brand.

HINTS AND TIPS

- Incorporate specific examples of activities that took place to support the broader story
- Incorporate targets, results and other metrics, including for example, the number of people involved, ROI, other organisational impact measures etc.
- Clearly describe how your approach has advanced your workplace culture.
- Include the timescales this took place within.
- Avoid jargon and keep in mind that the judges won't have the same inside knowledge of your business as you do.
- You can edit your entry after submitting, up until the entry deadline.
- Utilise the 'copy' feature to duplicate your entry and adjust the category as needed.
- Write concisely; and tell a powerful and engaging story.
- Adhere to the word limits, which are designed to give you sufficient space to fully explain your entry.
- Use supporting evidence to strengthen the narrative of your entry.

RULES FOR ENTERING

- All Entry/ies should be completed on our Award Entry platform [here](#) by 23:59pm on 25th September 2026.
- You may include up to a maximum of 3 supporting documents/materials which with each submission and these may include videos, reports, recordings, photos, etc. There is no limit to the file size you can upload, but for very large video files you may find it easier to share a link to a video-sharing platform such as Vimeo or YouTube instead.
- There is no limit to the number of categories you may enter. In some instances, there may be a reason why you wish to submit the same entry into different categories, and this is admissible. Each Entry should meet the specifications of the chosen category(ies).
- If you are a Consultancy entering a category on behalf of a client, for any categories except Consultancy of the Year, you must have written consent beforehand and include their company name within your Entry. There is no requirement to send evidence of this consent to Business Culture Awards Norge. You must also accept that this client will be named as the Winner/Highly Commended/Finalist, jointly with yourself. (For the Consultancy of the Year category, you do not need to have client permission or to name the client).
- For each entry, the name of the organisation stated will be the name we use for all communications, on the website, trophies, certificates etc.
- As an entrant, you agree to full co-operation with our chosen judges.
- The Finalists shortlisted will be announced on 2nd December and all entrants will receive an individual email communication.
- The judges' decisions are final and no changes will be made, or discussions had, regarding their decision. We will provide brief judging comments for each entry.
- The Award prize is non-transferable, non-negotiable and no cash replacement will be provided.
- Footage, including videos and photos, may be used by the Business Culture Awards Norge and/or our media partner, where appropriate.
- All Business Culture Awards Norge Winners, Highly Commended organisations or Finalists may promote themselves as such, where they deem appropriate. Business Culture Awards Norge will supply promotional, visual and copy assets to all participants for this purpose.

SCORING CRITERIA

Your written entry will be marked by our independent judging panel. They will want to see evidence of the following and will assign scores accordingly.

Objective

- The background and challenge you faced
- The purpose of the work you decided to undertake

Approach

- The Plan (from initiation through implementation)
- How you delivered on your objective(s) and the plan
- Who was involved
- Why was it innovative or creative
- Why the plan was appropriate

Results

- How these were measured
- Take up and engagement
- Impact on employees and employee experience
- To what extent has initiative/work advanced workplace culture
- Impact on business results

You can view the judging criteria for each individual category on the Award Entry Platform. Create your account [here](#).

NEED ANY HELP?

The Business Culture Awards Norge Team are on hand to help with any other questions.

You can look at the frequently asked questions [here](#).

Please call Erlend Engan [+47 90138729](tel:+4790138729), Bjørn Thonvold [+47 94842656](tel:+4794842656) or norge@businesscultureawards.com

Thank you for taking part and we look forward to hearing what you've been working on!