

2026 KIAMA
BUSINESS AWARDS



INFORMATION PACK



Congratulations

ON DECIDING TO ENTER THE AWARDS

Just by entering the Awards you are giving yourself the opportunity to review your business operations, reconnect with your vision and strategy, and measure performance against objectives.

Many entrants see the Awards as a time for forced self-assessment, which helps keep them accountable to their goals.

This pack will give you all the information you need to understand the entry process and complete your Award entry



About the Awards

THE KIAMA BUSINESS AWARDS ARE THE REGION'S MOST ANTICIPATED ANNUAL BUSINESS EVENT.

The Awards represent far more than simply taking home a win.

Alongside recognising and celebrating the region's most exceptional businesses, they offer a valuable opportunity to acknowledge the collective achievements of the Kiama LGA business community.

As the highlight of the business calendar, the Awards deliver outstanding networking opportunities, a platform to share inspiring stories, and continued brand visibility across the entire region.

For entrants, the Awards create a chance to reflect on business operations from a new perspective, supported by the insight and expertise of industry professionals. They shine a spotlight on the region, highlighting the accomplishments of leading businesses.

All categories are aligned with the Business Illawarra Awards and the NSW State Awards, providing selected Kiama LGA businesses with the opportunity to progress to larger programs and gain broader recognition for the region.

Held at The Pavilion in Kiama, the Awards are designed to be an inclusive and accessible event.

For more information on entering, please contact:
executive@kiamabusinessnetwork.com.au



Key Dates

AWARDS ENTRIES OPEN	MONDAY 4 TH MAY
MENTOR SESSIONS BY REQUEST	MONDAY 11 TH MAY - FRIDAY 5 TH JUNE
ENTRIES CLOSE	SUNDAY 7 TH JUNE
JUDGING COMMENCES	TUESDAY 9 TH JUNE
JUDGING CONCLUDES	FRIDAY 26 TH JUNE
FINALISTS ANNOUNCED	MONDAY 29 TH JUNE
INTERVIEWS COMMENCE	WEDNESDAY 1 ST JULY
INTERVIEWS CONCLUDE	THURSDAY 9 TH JULY
JUDGING BUSINESS OF THE YEAR	FRIDAY 10 TH JULY
THE KIAMA BUSINESS AWARDS	THURSDAY 23 RD JULY

CONTACTS

*For questions about entering or portal or password assistance
please contact:*

executive@kiamabusinessnetwork.com.au

Categories

THE WINNERS OF THESE CATEGORIES WILL GO ON TO REPRESENT KIAMA AND COMPETE IN THE ILLAWARRA BUSINESS AWARDS.

- OUTSTANDING EMPLOYEE
- OUTSTANDING YOUNG BUSINESS LEADER
- OUTSTANDING BUSINESS LEADER - 20 EMPLOYEES AND UNDER
- EMPLOYER OF CHOICE – 20 EMPLOYEES AND UNDER
- EXCELLENCE IN SUSTAINABILITY
- OUTSTANDING COMMUNITY ORGANISATION
- OUTSTANDING NEW BUSINESS
- EXCELLENCE IN MICRO BUSINESS
- EXCELLENCE IN SMALL BUSINESS
- EXCELLENCE IN MEDIUM BUSINESS
- OUTSTANDING VISITOR EXPERIENCE



How to Enter

ENTRIES ARE COMPLETED ONLINE USING THE BUSINESS NSW AWARDS ENTRY PORTAL (AWARDS FORCE).

USING THE PORTAL

The login screen will say 'Please login with your NSWBC membership login details'. **If you are not a NSWBC member please Register for your free account.** If you entered the Awards last year, you will need to use the same login details

1. Register an account (*you may use the login details from last year*)
2. Start your entry (*save it in-progress*)
3. Choose your Category
4. Enter name if either individual name for an individual entry or company name for a company entry
5. Submit your entry to be judged.

If you forget your password simply select the Forgot Password option which is located on the log in page of the awards portal.

Benefits of entering



ENTERING AWARDS CAN ELEVATE YOUR BRAND'S REPUTATION, INCREASE VISIBILITY, BUILD RECOGNITION AND DRIVE BUSINESS GROWTH.

REVIEW YOUR BUSINESS

The benefits of entering the Awards go far beyond recognition. The process encourages you to step back and evaluate your business operations, reconnect with your vision and strategy, and assess performance against your goals. Many entrants see this as a valuable opportunity for structured self-assessment, helping maintain focus and accountability.

CELEBRATE SUCCESS

Your business achievements deserve to be recognised. Entering the Awards is a meaningful way to celebrate your progress, while also acknowledging the people—your team, partners, and customers—who have contributed to your success.

REWARD AND RECOGNITION

Being named an Award winner or finalist strengthens your brand's reputation and credibility. It highlights the hard work of your team and reinforces your commitment to excellence, helping position your business as a leader in its field.

A SENSE OF PRIDE FOR YOUR TEAM

Recognition has a powerful impact on team morale. Being part of an award-winning or award-recognised business fosters pride, motivation, and a shared sense of achievement that can strengthen culture and performance.

IDENTIFY AREAS FOR DEVELOPMENT

The Awards process also provides an opportunity to reflect on your business practices. It helps identify strengths as well as areas for improvement, offering insights that can support future growth and development.

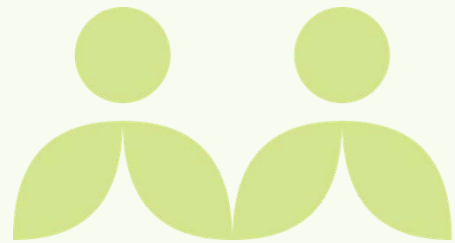
PUT A SPOTLIGHT ON PASSION

Many businesses are doing exceptional work that often goes unnoticed. Entering the Awards gives you a platform to share your story, showcase your passion, and highlight the dedication behind what you do

REPRESENT THE KIAMA LGA

Winners and finalists gain the opportunity to represent Kiama LGA at the regional Business Illawarra Awards and potentially at the NSW State Awards. This not only elevates your business profile but also showcases the strength and success of the local business community on a broader stage.

The Judging Process



Who are the judges?

The judging panel is made up of experienced business owners and professionals from the Kiama LGA and surrounding regions.

How are they appointed?

Judges are appointed by the Kiama Business Network.

Steps Involved

- Judges are allocated to specific categories and identify any conflicts of interest
- Entries are reviewed and scored online within each category
- Finalists are selected and announced
- Judges conduct interviews with finalists
- Interview scores are added to determine winners
- Judges meet to confirm Business of the Year
- Winners' names are provided to the Kiama Business Network for announcement on Awards night

What Are Judges Looking For in Your Written Entry?

Judges carefully assess the quality and completeness of your responses. It's important to answer all questions thoroughly, providing clear and relevant information. Strong entries not only address the criteria but also demonstrate excellence in your business practices.

Interviews

Finalist interviews are held between 1st and 9th July. Judges may travel to your business location or conduct interviews via Zoom or at a neutral venue. Interviews typically run for 30 to 60 minutes.

Franchise Business Owners

If your business operates as a franchise, judges will look for evidence of your successful implementation of the franchise model and any unique initiatives you have introduced. They will also assess how your business differentiates itself locally while maintaining the strengths and support of the broader franchise system.

What Are Judges Looking For During Interviews?

The interview is a key part of the judging process, allowing judges to gain deeper insight into your business. They will assess leadership capability, commitment to success, and the ability to clearly communicate ideas, think critically, and respond thoughtfully.

Judges are also interested in finalists who can demonstrate meaningful impact, a clear vision for the future, and the potential to grow and evolve. The interview is your opportunity to bring your written submission to life and show why your business stands out.

How Are Finalists Selected?

Finalists are chosen based on the scores from their written submissions.

How Are Winners Selected?

Winners are determined through a combination of written submission scores and interview performance.

How Is Business of the Year Selected?

Business of the Year is chosen from category winners who also meet additional criteria. Judges consider businesses that are forward-thinking, show strong potential for growth, and represent excellence across all areas. The final decision is made by secret ballot.

What Are the Distinguishing Features of the Business of the Year?

In addition to category criteria, judges will look for:

Demonstrated growth and business success

Financial sustainability and stability

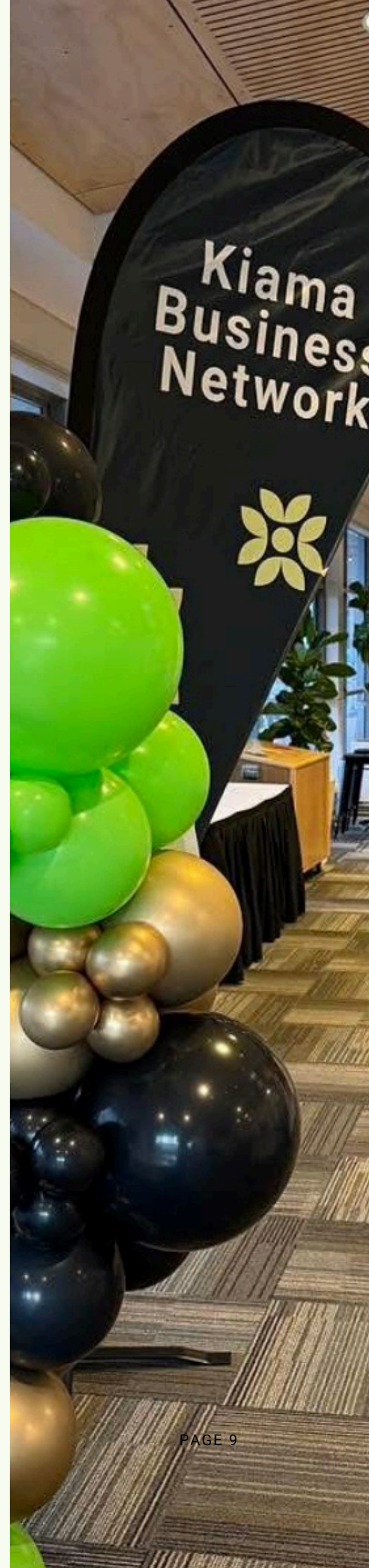
Strong and meaningful inclusive practices

Commitment beyond basic compliance

Evidence of social responsibility

Contribution to the Kiama business community

A positive attitude toward collaboration and community engagement





Finalists Announced

MONDAY 29TH JUNE

Finalists in each category will be notified via email and announced across our social media channels.

Each finalist and their guest will receive a complimentary ticket to the Awards Night on Thursday 23rd July.

Each finalist will receive a digital finalist e-badge to showcase across their social platforms, website, and email signatures, along with a congratulatory Finalist Certificate.

Finalists will also gain valuable exposure through promotional activity leading up to the Awards, including features across marketing channels and event communications. In addition, they will be invited to attend the Awards evening, where their achievements will be formally recognised in front of the business community.

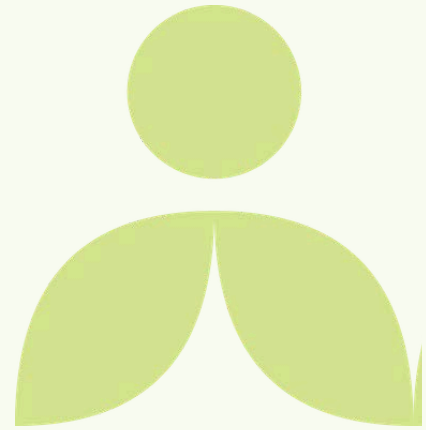
Being named a finalist provides a powerful opportunity to enhance brand credibility, celebrate your team's success, and strengthen your profile within the Kiama LGA and beyond.

Category



Descriptions

Outstanding Employee



THE OUTSTANDING EMPLOYEE AWARD RECOGNISES AN INSPIRATIONAL EMPLOYEE WHO HAS DEMONSTRATED A PASSION FOR THEIR ROLE AND A COMMITMENT TO THEIR WORKPLACE AND THE COMMUNITY.

ENTRY CRITERIA

Employers are required to highlight their employees' commitment over the past 12 months to their workplace, the community, and to being an outstanding employee. To be eligible to enter this category, the employee must have been employed by their current employer for a minimum of 18 months at the time of entry.

ADDITIONAL T&C'S

In addition to the general T&Cs, the following apply to this category:

- Should the entrant leave the organisation before the Regional or State Gala event, they will not be eligible to receive an award.

AWARD ELIGIBILITY CHECK LIST

- The employee has been employed by their current employer for at least 18 months at the time of entry.
- The employee is not a Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- I acknowledge if the employee should leave the organisation before the Regional or State Gala event, my entry in this category will no longer be recognised in the Awards program
- Neither I nor the employee have been a judge in this category in 2025
- Neither I nor the employee am a judge in the 2026 Business Awards program

QUESTIONS

Entrants' full name:

Current job title:

Name of the organisation or business you work for:

Commencement of employment date:

1. Provide a brief profile, including their current role and scope of responsibilities.

Maximum word count: 200

2. Outline their measurable achievements and key milestones while with the business

Maximum word count: 300

3. Outline how the employee demonstrates integrity and professionalism in the workplace.

Maximum word count: 300

4. Detail the specific activities and initiatives they have undertaken that have demonstrated a passion for their role and a commitment to the workplace and/or the community.

Maximum word count: 400

5. Outline the reasons why they are an outstanding employee.

Maximum word count: 400

Outstanding Young Business Leader

THE OUTSTANDING YOUNG BUSINESS LEADER AWARD RECOGNISES AN INSPIRATIONAL BUSINESS LEADER, AGED 35 OR UNDER AT THE TIME OF ENTRY, WHO HAS DEMONSTRATED A COMMITMENT TO THEIR WORKPLACE, INDUSTRY, AND THE COMMUNITY THROUGH LEADERSHIP.

ENTRY CRITERIA

Entrants must demonstrate their ability to lead and inspire people, showcasing exceptional leadership skills and strategic decision-making, while demonstrating how they have effectively utilised resources to achieve strong organisational outcomes, drive innovation, and deliver measurable success over the past 18 months.

Entrants must also demonstrate financial responsibility and success, outlining how their leadership has contributed to the organisation's financial stability, performance, or growth. This may include evidence of responsible financial management, improved financial outcomes, or initiatives that have strengthened the organisation's overall financial position.

To be eligible for this category, the individual must have held a senior management or executive-level position within their organisation for a minimum of 18 months at the time of entry.

AWARD ELIGIBILITY CHECK LIST

- I am aged 35 years or under at the time of entry.
- I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- I declare that the business or organisation represented in this entry is currently trading solvent and are not under, or anticipating, administration, receivership, or liquidation at the time of submission.
- I acknowledge if I should leave the organisation before the Regional or State Gala event, my entry in this category will no longer be recognised in the Awards program.
- I have not been a judge in this category in 2025.
- I am not a judge in the 2026 Business Awards program.

QUESTIONS

Entrants' full name:

Current job title:

Date of birth:

Name of your organisation or business:

1. Provide a brief profile, including your current role and scope of responsibilities.

Maximum word count: 200

2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry, or community to create a smarter and more inclusive future. Provide examples of how you have demonstrated exceptional leadership, effectively utilised resources, supported the organisation's financial stability or sustainability, and/or driven innovation

Maximum word count: 400

3. Describe the key challenges you have faced as a young business leader and how you overcame them.

Maximum word count: 300

4. Provide an overview of your five-year goals and strategies for future business growth, detailing how you are working towards achieving them.

Maximum word count: 300

5. Outline the reasons why you are an outstanding young business leader.

Maximum word count: 400

Outstanding Business Leader

20 EMPLOYEES AND UNDER

THE OUTSTANDING BUSINESS LEADER AWARD RECOGNISES AN INSPIRATIONAL BUSINESS LEADER, AGED 36 YEARS OR OVER AT THE TIME OF ENTRY, WHO HAS DEMONSTRATED A COMMITMENT TO THEIR WORKPLACE, INDUSTRY, AND THE COMMUNITY THROUGH LEADERSHIP, WHILE ALSO PROVIDING MENTORSHIP TO OTHERS.

ENTRY CRITERIA

Entrants must demonstrate their ability to lead and inspire people, showcasing exceptional leadership skills and strategic decision-making, while demonstrating how they have effectively utilised resources to achieve strong organisational outcomes, drive innovation, and deliver measurable success over the past 18 months.

Entrants must also demonstrate financial responsibility and success, outlining how their leadership has contributed to the organisation's financial stability, performance, or growth. This may include evidence of responsible financial management, improved financial outcomes, or initiatives that have strengthened the organisation's overall financial position.

To be eligible for this category, the individual must have held a senior management or executive-level position within their organisation for a minimum of 18 months at the time of entry.

AWARD ELIGIBILITY CHECK LIST

- I am aged 36 years or over at the time of entry.
- I am not an employee, Regional President, State Councillor, or Board Member of NSW Business Chamber Limited.
- I declare that the business or organisation represented in this entry is currently trading, solvent, and not under, nor anticipating, administration, receivership, or liquidation at the time of submission.
- I acknowledge that if I leave the organisation prior to the Regional or State Gala event, this entry will no longer be eligible for recognition in the Awards program.
- I confirm that I have not served as a judge in this category in 2025.
- I confirm that I am not a judge in the 2026 Business Awards Program.

QUESTIONS

Entrants' full name:

Current job title:

Date of birth:

Name of your organisation or business:

1. Provide a brief profile, including your current role and scope of responsibilities.
Maximum word count: 200
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry, or community to create a smarter and more inclusive future. Provide examples of how you have demonstrated exceptional leadership, effectively utilised resources, supported the organisation's financial stability or sustainability, and/or driven innovation.
Maximum word count: 400
3. Describe the key challenges you have faced as a business leader and how you overcame them.
Maximum word count: 300
4. Provide an overview of your five-year goals and strategies for future business growth, detailing how you are working towards achieving them.
Maximum word count: 300
5. Outline the reasons why you are an outstanding business leader, including the ways in which you provide mentorship to others.
Maximum word count: 400

Employer of Choice

20 EMPLOYEES AND UNDER

THE EMPLOYER OF CHOICE AWARD—UNDER 20 EMPLOYEES RECOGNISES A BUSINESS THAT HAS IMPLEMENTED STRATEGIES AND INITIATIVES TO CREATE A STIMULATING AND SUPPORTIVE WORKPLACE ENVIRONMENT.

ENTRY CRITERIA

Entrants must demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement, and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business

AWARD ELIGIBILITY CHECK LIST

- The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- This business has 20 or fewer employees on the payroll in Australia at the time of entry.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business Awards program.

QUESTIONS

1. What are the initiatives you have undertaken to develop a positive workplace culture within your business?

Maximum word count: 400

2. Describe how your business adopts inclusive practices and recognises the needs of a diverse workforce, including examples.

Maximum word count: 400

3. Excluding business growth or expansion, what percentage of staff turnover has there been in your business in the previous 12 months and what are the reasons for this turnover?

Maximum word count: 300

4. How does your business empower its workforce to develop their skills, contribute to a positive workplace culture and deepen their engagement with the business and the community?

Maximum word count: 400

5. Detail measurable evidence outlining how these initiatives make you an employer of choice.

Maximum word count: 400

Excellence in Sustainability

THE EXCELLENCE IN SUSTAINABILITY AWARD RECOGNISES A BUSINESS THAT HAS DEMONSTRATED ITS COMMITMENT TO SUSTAINABLE BUSINESS PRACTICES AND IS WORKING TO REDUCE THE IMPACT OF ITS OPERATIONS ON THE ENVIRONMENT.

ENTRY CRITERIA

Entrants are required to demonstrate their achievements over the past 12 months at time of entry across the key area of environmental sustainability. Category criteria are based on initiatives and projects executed within the business not related to its core offering.

AWARD ELIGIBILITY CHECK LIST

- The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business Awards program.

QUESTIONS

1. Outline your business sustainability goals and objectives including measurable targets.
Maximum word count: 300
2. Outline the initiatives you have implemented to achieve sustainable practices within your business.
Maximum word count: 300
3. Describe your sustainability achievements over the past 12 months including environmental outcomes.
Maximum word count: 300
4. Describe how you involve your workforce and external stakeholders in your sustainability initiatives.
Maximum word count: 400
5. Detail measurable evidence explaining how your business sustainability practices have improved business operations, driven growth and/or contributed to the success of your business.
Maximum word count: 400

Outstanding Community Organisation

THE OUTSTANDING COMMUNITY ORGANISATION AWARD RECOGNISES AN ORGANISATION THAT WORKS TO IMPROVE THE SOCIAL, CULTURAL, OR ENVIRONMENTAL WELLBEING OF THE COMMUNITY

ENTRY CRITERIA

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding community organisation. This category is open to social enterprises and not-for-profit organisations that have been trading for a period of over 24 months at time of entry.

AWARD ELIGIBILITY CHECK LIST

- The organisation has been trading continuously for two or more years and is not bankrupt or operating while insolvent at the time of entry.
- The organisation has not entered the categories of Outstanding New Business, Excellence in Micro Business, Excellence in Small Business, or Excellence in Business.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business Awards program.

QUESTIONS

1. Explain the social purpose of your organisation and how it contributes to the social, cultural, or environmental wellbeing of the community.
Maximum word count: 300
2. Provide an overview of your organisation, including the product or service you deliver within the community.
Maximum word count: 200
3. Provide an overview of the key features of your business development strategy and projected outcomes for the future.
Maximum word count: 300
4. Demonstrate how your organisation contributes to the local economy in your region.
Maximum word count: 400
5. Outline the key challenges your organisation has faced over the past 12 months and explain how you have managed the impact of these challenges.
Maximum word count: 400

Outstanding New Business

THE OUTSTANDING NEW BUSINESS AWARD RECOGNISES A START-UP BUSINESS THAT HAS EFFECTIVELY DRIVEN GROWTH AND IS ABLE TO DEMONSTRATE THE POTENTIAL TO ACHIEVE FUTURE SUCCESS.

ENTRY CRITERIA

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding start-up. This category is open to new businesses trading for a period of less than 24 months at time of entry.

AWARD ELIGIBILITY CHECK LIST

- This business has been trading for a period of less than two years and is not bankrupt or trading insolvent at the time of entry.
- This business has not been purchased or acquired and is not part of a franchise.
- The business has not entered the categories of Outstanding Community Organisation, Excellence in Micro Business, Excellence in Small Business or Excellence in Business.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business Awards program.

QUESTIONS

1. Provide an overview of your new business including the product or service delivered to the market, how you identified it as a market need and who your target customer is.
Maximum word count: 200
2. Provide an overview of the key features of your business development strategy and projected outcomes for the future.
Maximum word count: 300
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors.
Maximum word count: 300
4. Detail the measurable growth and key milestones you have achieved since launching your business.
Maximum word count: 400
5. Describe the key challenges your business has faced as a new business and how you overcame them.
Maximum word count: 400

Excellence in Micro Business

(0-5 EMPLOYEES) THE EXCELLENCE IN MICROBUSINESS AWARD RECOGNISES A BUSINESS THAT HAS EFFECTIVELY DRIVEN GROWTH AND IS ABLE TO DEMONSTRATE THE SPECIFIC STRATEGIES IMPLEMENTED TO ACHIEVE BUSINESS SUCCESS AND/OR RESILIENCE.

ENTRY CRITERIA

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of business excellence. This category is open to businesses with less than 5 employees at the time of entry, who have been trading for a period of over 24 months at time of entry.

AWARD ELIGIBILITY CHECK LIST

- This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- This business has less than 5 employees on the payroll in Australia at the time of entry.
- This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Small Business or Excellence in Business.
- A representative of this business has not been a judge in this category.
- A representative of this business is not a judge in the 2026 Business Awards Program.

QUESTIONS

1. Detail what your business goals and key milestones were for the past 12 months and how you achieved all or part of them. Include any measurable operational or financial outcomes that demonstrate your business performance over this period

Maximum word count: 300

2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future.

Maximum word count: 400

3. Describe why your product or service offering is unique within your industry and how it differentiates your business from its competitors.

Maximum word count: 400

4. Demonstrate how your business contributes to the local economy in your region.

Maximum word count: 400

5. Outline the key challenges your business has faced over the past 12 months from time of entry and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction.

Maximum word count: 400

Excellence in Small Business

(6-19 EMPLOYEES) THE EXCELLENCE IN SMALL BUSINESS AWARD RECOGNISES A BUSINESS THAT HAS EFFECTIVELY DRIVEN GROWTH AND IS ABLE TO DEMONSTRATE THE SPECIFIC STRATEGIES IMPLEMENTED TO ACHIEVE BUSINESS SUCCESS AND/OR RESILIENCE.

ENTRY CRITERIA

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of business excellence. This category is open to businesses with 5 to 20 employees at the time of entry, who have been trading for a period of over 24 months at the time of entry.

AWARD ELIGIBILITY CHECK LIST

- This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- This business has 6 to 19 employees on the payroll in Australia at the time of entry.
- This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Business.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business Awards program.

QUESTIONS

1. Detail what your business goals and key milestones were for the past 12 months and how you achieved all or part of them. Include any measurable operational or financial outcomes that demonstrate your business performance over this period

Maximum word count: 300

2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future.

Maximum word count: 400

3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors.

Maximum word count: 400

4. Demonstrate how your business contributes to the local economy in your region.

Maximum word count: 400

5. Describe the key challenges your business has faced over the past 12 months and explain how you have managed their impact on your business's strategic direction.

Maximum word count: 400

Excellence in Medium Business

(20-99 EMPLOYEES) THE EXCELLENCE IN MEDIUM BUSINESS AWARD RECOGNISES A BUSINESS THAT HAS EFFECTIVELY DRIVEN GROWTH AND CAN DEMONSTRATE THE SPECIFIC STRATEGIES IMPLEMENTED TO ACHIEVE BUSINESS SUCCESS AND/OR RESILIENCE.

ENTRY CRITERIA

Entrants must demonstrate their achievements in business excellence over the past 12 months. This category is open to businesses with 21 or more employees at the time of entry, who have been trading for more than 24 months at the time of entry.

AWARD ELIGIBILITY CHECK LIST

- This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- This business has 20 or more employees on the payroll in Australia at the time of entry.
- This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Small Business.
- A representative of this business has not been a judge in this category
- A representative of this business is not a judge in the 2026 Business Awards.

QUESTIONS

1. Detail what your business goals and key milestones were for the past 12 months and how you achieved all or part of them. Include any measurable operational or financial outcomes that demonstrate your business performance over this period.

Maximum word count: 300

2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future.

Maximum word count: 400

3. Describe what makes your product or service unique within your industry and how it differentiates your business from competitors.

Maximum word count: 400

4. Demonstrate how your business contributes to the local economy in your region.

Maximum word count: 400

5. Describe the key challenges your business has faced over the past 12 months and explain how you have managed their impact on your business's strategic direction.

Maximum word count: 400

Outstanding Visitor Experience

THE OUTSTANDING VISITOR EXPERIENCE AWARD RECOGNISES A BUSINESS THAT UNDERSTANDS THE IMPORTANCE OF VISITOR ENGAGEMENT FOR A REGION'S ECONOMY AND REPUTATION. THE BUSINESS NEEDS TO ARTICULATE HOW THEY PROMOTE THE REGION AS WELL AS OFFERING AN EXCEPTIONAL VISITOR EXPERIENCE.

ENTRY CRITERIA

Entrants are required to demonstrate how their business showcases the Region/ community and how their offering is unique within their industry.

AWARD ELIGIBILITY CHECK LIST

- This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- A representative of this business has not been a judge in this category in 2025.
- A representative of this business is not a judge in the 2026 Business Awards program.

QUESTIONS

1. Provide an overview of your business and your target market/s.
Maximum word count: 200
2. Describe why your service offering is unique within your industry and differentiates your business from competitors.
Maximum word count: 300
3. Outline your customer service strategy and how your business implements this strategy to ensure visitor satisfaction.
Maximum word count: 300
4. Demonstrate how your business attracts and engages visitors to the Region, including measurable targets.
Maximum word count: 400
5. Provide an overview of the key features of your strategy and plans related to the visitor economy* in the next twelve months, at the time of entry.
Maximum word count: 400

Business of the Year

THIS AWARD RECOGNISES A BUSINESS THAT DEMONSTRATES ACHIEVEMENTS AND EXCELLENCE OVER AND ABOVE ALL OTHER ENTRANTS. THIS AWARD WILL BE JUDGED BY A PANEL OF THREE JUDGES.

BUSINESS OF THE YEAR WILL BE SELECTED FROM THE WINNERS OF THE FOLLOWING CATEGORIES:-

- EMPLOYER OF CHOICE - 20 EMPLOYEES AND UNDER
- OUTSTANDING SUSTAINABILITY
- EXCELLENCE IN MICRO BUSINESS
- EXCELLENCE IN SMALL BUSINESS
- EXCELLENCE IN MEDIUM BUSINESS

The background features a central light green circle surrounded by six larger, stylized green leaves arranged in a circular pattern. The leaves are a slightly darker shade of green than the central circle. The overall design is clean and modern.

Good Luck!

THANK YOU FOR PARTICIPATING IN THE 2026 KIAMA
BUSINESS AWARDS.