

Young Leader: This award recognises the best leader aged under 35 (01 April 2025) for their ability to make a real difference in their organisation by bringing about positive change and inspiring others around them.

Public and Third Sector Leader: The public and third sectors have been under pressure in recent years, requiring its leaders to be innovative and achieve more with less. This has required leaders who can overcome challenges, often under close scrutiny, and drive cultural change in their organisation.

Mentor: Mentors can play a hugely significant role in the development of talented junior individuals who may lack certain skills or experience. Their guidance at pivotal moments can accelerate careers and businesses. Mentoring can also be among the most altruistic of leadership actions, especially if the mentee works for a separate organisation. But the willingness to give something back is definitely worth recognition.

Emerging Entrepreneur Leader: Entrepreneurial leadership can take a particular form, requiring drive, vision and the ability to bring a team along with you that can collectively achieve great results. This award is for a leader who has led their company for up to three years, whether as founder or has been brought in to push forward a more established business.

Diversity and Inclusion Leader: Organisations are benefiting from having a diverse workforce at every level and in creating an environment where everyone has a voice. Those shortlisted will have championed diversity and inclusion, whether inside their organisation or as part of an outside group or initiative, and worked to improve the opportunities for any under-represented group.

Professional Services Leader: The professional services leader of the year will be the individual who is showing strong leadership and having an impact in their firm or further afield.

Transformational Leader: Delivering change requires a well-executed plan, but to deliver transformational change requires the added magic ingredient of exceptional leadership. This award will recognise the individual who has achieved that, delivering measurable success in their organisation.

Green Leader: Businesses have accelerated their response to climate change and environmental issues, with changes often driven by a leader committed to being a force for good. This award will recognise someone who has demonstrated leadership on the green agenda, whether in their own company or by encouraging change in their supply chain and industry.

HR Leader / Sales Leader / Marketing Leader / Technology Leader / Finance Leader: These key roles within companies can require very different approaches to leading teams to deliver outstanding results in these specific areas. For the first time, our Leadership Awards want to recognise these crucial individuals and highlight their importance in helping to shape and execute a business's strategy.

Hospitality Leader: This award recognises leaders in the hospitality industry who have thrived in driving operational excellence and business growth. In a demanding industry, the best entries will demonstrate a focus on standards and skills, and a commercial approach to changing customer wants.

Manufacturing Leader: The manufacturing leader will be the individual who is delivering a long-term impact on the sector. They are helping to change the industry, which could be by embracing innovation, developing skills and the future workforce, or leading the way on sustainability. Success in leading teams and driving performance improvements will be key.

Education Leader: This category is open to visionary leaders who have made a significant impact in the education sector. Judges are looking for individuals who demonstrate a commitment to improving educational outcomes and have encouraged their organisation to put innovation at the heart of its strategy.

Property Leader: Great leadership in the property sector requires vision, commitment, resilience, and the ability to bring people along on the journey. This new award will recognise those people who really make a difference and who leads teams or organisations that make a real impact.

Company Leader (up to 50 employees): Leading small companies presents its own challenges, often requiring flexibility and a personal touch. This award will go to the best leader in a company which employs up to 50 people.

Company Leader (51-100 employees): Leadership in a medium sized company requires effort to ensure the company direction and vision is managed and communicated, often across shifts, sites and even countries. This award will go to the best leader in an organisation which employs between 51-100 people.

Company Leader (101+ employees): Leadership in a larger company requires effort to ensure the company direction and vision is managed and communicated, often across shifts, sites and even countries. This award will go to the best leader in an organisation which employs more than 100 people.

Overall leader (no nominations): This person will be selected from the other award winners and will be the person or organisation that embodies outstanding leadership.