



Defence Teaming Centre
Connecting • Developing • Advocating

2026 DEFENCE INDUSTRY DINNER AND AWARDS SME TRANSFORMATION AND CHANGE AWARD GUIDEBOOK

Winner Announced: Thursday 3 December 2026
6.00pm - 11.00pm
Adelaide Convention Centre



2025 Award Winner:
Consunet



Defence Teaming Centre - Defence Industry Dinner and Awards SME Transformation and Change Award

The Defence Teaming Centre (DTC) SME Transformation and Change Award recognises a small to medium-sized business that has led meaningful change to strengthen its contribution to the defence sector.

This may include operational improvement, cultural evolution, digital transformation, or strategic realignment. This award celebrates organisations that drive progress, enhance sovereign industrial capability, and create lasting value for the defence supply chain and broader national interests.

Transformation Scope

The transformation or change initiative may include:

- Operational improvement or process optimisation
- Digital transformation (e.g. automation, cyber uplift, Industry 4.0)
- Business model or market repositioning
- Workforce, cultural or leadership transformation
- Supply chain resilience or sovereign capability uplift

Eligibility Criteria

The nominee must be a financial DTC member. Non-members may submit a nomination on behalf of a DTC member.

The nominated company must be a Small to Medium Enterprise (up to 200 employees).

The change project or transformation program was implemented or completed within the last 12 months at the time the nomination is submitted (but the Change Project or Transformation Program development may have commenced up to 3 years prior).

Initiatives still in concept or early planning stages without evidence of execution are not eligible

When your Application is Complete

Email the completed application to:

business@dtc.org.au

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Evaluation Criteria

- The transformation or change initiative aligns with national defence standards, priorities, or capability development goals.
- The change initiative demonstrates measurable outcomes (e.g., growth, efficiency gains, export success, capability uplift, contract wins).
- The change initiative demonstrates a clear and beneficial change journey.
- The change initiative adheres to all relevant regulatory, ethical, and defence industry security requirements.

Nominations will be assessed on:

- Alignment with Defence priorities and capability needs
- Demonstrated transformation outcomes and measurable impact
- Effectiveness of the change journey and execution
- Sustainability and long-term embedding of change
- Ethical, compliant, and responsible delivery

SME Transformation and Change Award Questions

- Q1** **Provide a brief overview of the business, including its products and services and current workforce.**
This helps contextualise the innovation within your organisation's broader operations.
Max 150 Words
- Q2** **Describe your transformation or change initiative and explain how the initiative contributes to strengthening sovereign industrial capability or Defence readiness (where applicable).**
For example, you may wish to reference relevant frameworks, standards, national defence priorities or capability development goals.
Max 150 Words
- Q3** **What measurable outcomes or improvements has your organisation achieved as a result of the change initiative?**
Include data or evidence where possible, such as improved efficiency, capability enhancement, market outcomes, or workforce development.
Max 300 Words
- Q4** **Outline the change journey your organisation undertook from the initial state to where you are today.**
Describe key milestones, decisions, challenges overcome, and what outcomes or improvements were achieved at each stage. .
Max 300 Words
- Q5** **How are the changes you implemented being embedded and sustained within your organisation?**
Explain how the improvements have been integrated into long-term practices, systems, culture, or strategy.
Max 300 words
- Q6** **How did your organisation ensure the change initiative was ethically, legally, and culturally responsible?**
You may include actions relating to governance, workforce engagement, diversity and inclusion, or broader social impact.
Max 150 words

Supporting Material (Optional)

Applicants are encouraged to provide evidence to support claims, such as:

- Data, metrics or performance reports
- Testimonials (e.g. Defence, primes, partners)
- Process diagrams or transformation frameworks
- Certifications or audit outcomes

Key Dates

Sunday 16 August - Applications Close

Friday 28 August - Awards finalists and non-finalist notified

Thursday December 3 - Winners presented with awards at Defence Teaming Centre Defence Industry Dinner and Awards Ceremony.

SME Transformation and Change Award Terms and Conditions

By submitting your Nomination online, you hereby agree to and accept the following terms and conditions.

1. Finalists for the Defence Teaming Centre Awards will be required to have at least one representative attend the 2026 Defence Industry Dinner & Awards Ceremony at the Adelaide Convention Centre, North Terrace, Adelaide South Australia, on Thursday 3 December 2026, where the winner will be announced. The identified representative(s) will accept the award on behalf of the team.
2. All finalists will provide details of the nominated representative(s) attending the 2026 Defence Industry Dinner & Awards Ceremony to the Defence Teaming Centre Head of Events two weeks prior to the event.
3. Selected finalists for the SME Transformation & Change Award will be required to allow a representative(s) from Adelaide Film Works onto their facility to obtain video footage of the workplace to feature in the 2026 SME Transformation & Change Award Finalists video. The video will be published on the Defence Teaming Centre website, social media channels and will be shown at the 2026 Defence Industry Dinner & Awards Ceremony.
4. Each finalist will also need to have a representative available for an interview with representative(s) from Adelaide Film Works for use in the 2026 SME Transformation & Change Award Finalist video.
5. The Defence Teaming Centre reserve the right to use any entries, photographs, video, media and / or articles of the finalists and winners of the Awards for promotional purposes.
6. Nominators agree to be contacted by a representative of the Defence Teaming Centre to verify any information submitted and the eligibility of the nominee.
7. All nominees will be advised if they have made it to a finalist status by phone or email after the judging has closed by a representative of the Defence Teaming Centre.
8. Award nominees retain responsibility to not engage in conduct which brings or has the potential to bring the Defence Teaming Centre into disrepute.
9. Award finalists will be responsible for all costs involved in attending the dinner and award ceremony and travelling to and from filming locations.
10. The Defence Teaming Centre reserves the right to, at any time, verify a nomination and disqualify any nominee who the Defence Teaming Centre believes has submitted an entry not in accordance with these terms and conditions.
11. All nominations will be reviewed by an independent external Judging Panel made up of respected defence industry experts and peers. The Panel retains full discretion in determining Award recipients. All decisions are final, and no correspondence will be entered into regarding the selection process or results.