

Nomination: 18334

Transforming the A-People Experience

Page: General Information
Name of Organization / Company Aboitiz Equity Ventures, Inc.
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Web Site Address https://aboitiz.com/ (https://aboitiz.com/)
Page: Entry Information
Entry Title Transforming the A-People Experience
Category L01 - L03 - Award for Innovation in Human Resources > L03. Award for Most Innovative HR Department / Team of the Year > All Other Industries
Submission Format An Essay of up to 625 Words
Essay <p>The Aboitiz Group credits its sustained success to a robust foundation and a legacy of excellence. Fueled by our Great Transformation (GT) initiative, our audacious goal is to establish the Philippines' first techglomerate, combining startup innovation with legacy strengths, anchored by our key asset: the A-People, our team members.</p> <p>Aboitiz Equity Ventures Inc. (AEV), the investment management and public holding company of the Group, is recognized for its exemplary management, commitment to good corporate governance, and CSR in the Philippines and the ASEAN region.</p> <p>Through GT, we, AEV People Team, are committed to enhancing A-People experience and developing future-ready individuals. Spearheaded by our Transformation Team (TT), we championed the Aboitiz Digital Entrepreneurial and Agile Innovation program by leveraging A-People insights. This resulted in the implementation of innovative ideas, and significant improvements in HR processes. Super Ditch Day (SDD) also empowered A-People to voice out which practices needed refinement or discontinuation. In AEV, 156 ideas were submitted – 72 of which were HR processes. As of date, we have ditched 41 ideas (57%), including implementing a one-size-fits-all team scorecard, improving benefit coverages, and ditching sending emails on weeknights. 12 ideas under review, and 19 un-ditchable due to standard procedure / management decision.</p> <p>We further harnessed innovation to revolutionize People service delivery. CHRis, AEV's smart virtual AI People bot, streamlined access to People-related information. The platform replaces traditional HR advisories via email, provides 24/7 policy access, and facilitates direct feedback, exemplifying the commitment to leveraging technology for a seamless talent experience. Our continuous enhancement of My Talent Experience (MyTX), AEV's HRIS, offers a one-stop-shop for A-People needs, accessible anytime and anywhere on both mobile and desktop platforms.</p> <p>Innovation drove various work streams within our team. This year, we onboarded transformative leaders and fully operationalized virtual onboarding, prompting new hires to submit requirements via MyTX for an efficient, paperless system.</p> <p>We drove recruitment and branding for A-Game where we welcomed applications from a diverse group of like-minded Filipinos, spanning fresh graduates to seasoned professionals, for the 12-week Voyage Program led by TT. Here, we cultivated innovative ideas, leading to impactful outcomes aligned with company goals—encompassing enhanced share prices, profitability, customer satisfaction, and employee engagement.</p> <p>Internal studies, benchmarking exercises, and improvements to benefits packages were conducted through research and employee feedback. MyBen, a flexible benefits program, allowed A-People to customize benefits packages. Features within MyTX facilitated easy filing and monitoring of benefit claims.</p> <p>We designed learning programs to equip A-People with GT-related capabilities, including topics such as agile ways of working, future of ChatGPT, and resilience. This effort led to our recognition as finalists in the LinkedIn Talent Awards for Best Culture of Learning. Led by the Group's Culture Pillar, we supported the execution of the Aboitiz Agile Scrum Chapter, partnership with Google for Generative AI skilling programs, and Data Science Bootcamp, showcasing our proactive approach to staying at the forefront of experiential learning and technological advancements. In AEV alone, we have certified 14 Scrum Masters out of 41 trained team members, and 1 Product Owner out of the 2 who underwent training.</p> <p>We continue to leverage the Board Learning Series for executive sessions on innovation, risk, and change management. Our leadership development includes integrating A+10 core behaviors, assessing factors influencing values and behaviors through our partnership with Harrison Assessment Talent Solutions (HATS). MyTX also offers accessible learning courses, including features for monitoring team performance and goal-setting.</p> <p>Our innovative programs demonstrate a commitment to nurturing A-People for a techglomerate future. By investing in people, processes, and technologies, we are shaping a workplace that not only adapts to change but also positions itself as a leading employer in the region.</p>

For this category please provide

An essay of up to 625 words describing the nominee's innovative achievements in human resources since July 1 2021, **OR** a video of up to five (5) minutes in length illustrating the same.

Optional (but highly recommended), a collection of supporting files and web addresses that you may upload to our server to support your entry and provide more background information to the judges.

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