

Nomination: 5517

## NEQSOL ACADEMY: Your Journey to Excellence

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> NEQSOL HOLDING
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> NEQSOL ACADEMY: Your Journey to Excellence
<b>Category</b> B01 - B59 Achievement > B35 - Best Launch of a Corporate Learning University
<b>Achievement Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b> NEQSOL Holding is a diversified group of companies operating across countries and oil/gas, telecommunications, hi-tech, and construction industries. The Group operates in the UK, the USA, Turkey, Azerbaijan, Ukraine, Georgia, Kazakhstan, the UAE, and more, providing services to over 25 million customers across the globe. Nobel Energy, Nobel Oil E&P (UK) Limited (trade name Nobel Upstream), Vodafone Ukraine, Bakcell LLC, and Norm OJSC are some important group companies. The companies within Holding have solid expertise in their industries, with some of them operating for more than two decades.  Holding brings these companies together to build a multifaceted and multi-industry business portfolio that helps strengthen strategic management and synergies between companies with a professional team of more than 10,000.  Human capital is considered the most important asset. Holding plans to expand its business activities by entering both new geographies and business areas. In line with that, a high priority on the value-adding HR practices to attract, retain and develop talent were placed to have a sustainable performance in line with NEQSOL's ambitious objectives.  Rapidly changing environment, local and global expansion plans, diversified industries, short & mid-term business priorities are the drivers that foster the importance of Continuous Development in NEQSOL Holding.
<b>b. Outline the team's or organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required</b> NEQSOL Academy is launched in 2021 January for create a mature and high-impact learning culture and providing maximum interaction among employees, cooperating with world-class business schools as a result of da comprehensive study and benchmarks with the ownership of top management and shareholder. It is first digital training and development platform with a wide range of opportunities launched in Azerbaijan.  NEQSOL Academy with a motto of "Your Journey to Excellence" was launched as a digital learning and interaction environment with a wide range of content in six different languages that empowers over 10,000 employees of the Group operating in various countries.  NEQSOL Academy drives synergy and sustainable growth through enhancement of professional purpose and perspective of human capital.  As a learning hub, the collaboration with global and local educational institutions and learning platforms, including Harvard Business School, MIT Sloan School, SkillSoft, RBL Institute, Crossknowledge, ADA University, enables users to access the latest knowledge and insights. NEQSOL Academy also boasts LinkedIn Learning courses, accredited by authorised institutions such as PMI, ISACA, ORACLE, SHRM, Six Sigma.  Content covers many different subjects in:  *leadership,  *business trends and digital transformation  *functional/technical areas,  *well-being,  *and personal development  The Artificial Intelligence based platform supports development from anywhere at anytime via the desktop version and mobile application, also gives space to interact, learn from each other and keep in touch through a social platform,  It leads to achieving a learning culture mosaic with its diversified industries and varied cultures beyond the boundaries.

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required**

NEQSOL Holding has launched NEQSOL Academy, a new digital learning and development platform with the aim of the personal and professional growth of its employees.

It has a well structured strategic plan in terms of target audience, content and delivery.

Initially leaders of the Group were targeted to start with a high ownership and later all employees and audience will be expanded over the years to match relevant content, become a comprehensive learning platform. This phased transition was planned to reach families, suppliers, customers and students.

Number of content is 9845 including partner programs such as Linked in Learning, Harvard, MIT, Crossknowledge and more importantly SME generated contents from Group Companies.

To ensure high engagement, structured communication plan was executed.

Some of actions are

- Implement quarterly Strategic Alignment Meetings with Advisory Board
- Close monitoring with the NEQSOL Academy Community of Practice
- Revamp home-page&channels
- Revisit categorization of trainings
- Creation of blended journeys
- Leaders' communication and interaction
- Roll-out functional academies
- Increase frequency of communication to end users- bulletin, weekly recommendations,
- Activating notifications

There is substantial content , but continuous effort is spent to strengthen in order to keep up with changing needs, adapt to new ways of learning.

Instead of being a full digital academy, Academy has started to implement hybrid programs starting from leadership and functional programs. Although it starts with a digital focus, NEQSOL Academy Interaction Center to be used for selected programs, special sessions to increase interaction is among the plans for 2022.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

NEQSOL Academy has been welcomed with great interest since its launch. Starting with the leaders, nearly 100% penetration and high program completion rates occurred.

The main targets of the process are followed up.

Today, 6 % of total annual targets is NEQSOL ACADEMY of all senior management, including CEO.

The first metric followed was the penetration rate. It was a challenging task to attract the busiest target group as the leadership team consisted of 500 leaders. With a very close monitoring and effective communication strategy and of course, qualified programs with reputable cooperations such as MIT, Harvard Business School etc.,

Compared to the benchmarks in online development platform usage, NEQSOL Academy attracted top executives with considerably high-rates. Penetration rate leaders are 100% within 1 month period after launch, they started to their online development journeys. The total completion rate for Programs is 92%

Overall penetration for the second audience phase is 80% considering all Group Employees in the second phase

A lot of critical leadership development initiatives were put into practice. Overall average of satisfaction survey is 93%.

Although it is not considered a one-to-one effect, the turnover was compared before and after Academy. Turnover dropped from 7% to 0.9% between 2019/2021.

Finally, social media and press coverage were very effective in terms of NEQSOL Academy's contribution to employer branding. Positive reflections internally and externally highlight Academy's contribution to Group's employer brand and support for more.

**Webpage Link**

[https://www.youtube.com/watch?v=pPdMW5In5\\_g](https://www.youtube.com/watch?v=pPdMW5In5_g) ([https://www.youtube.com/watch?v=pPdMW5In5\\_g](https://www.youtube.com/watch?v=pPdMW5In5_g))

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

[www.neqsolholding.com](http://www.neqsolholding.com) (<http://www.neqsolholding.com>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 3**

<https://www.linkedin.com/company/neqsol-academy/> (<https://www.linkedin.com/company/neqsol-academy/>)

**Would you like to add an additional webpage link?**

**Supporting Document**

Download File ([https://stevies-sage.secure-platform.com/file/13510/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxMCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm94?NEQSOL%20Academy\\_Stevie.pptx](https://stevies-sage.secure-platform.com/file/13510/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxMCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm94?NEQSOL%20Academy_Stevie.pptx))

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 2**

Download File ([https://stevies-sage.secure-platform.com/file/13511/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxMSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm958y0kTRQEeIa6RIFNaI-W6-VOz351HksMUC?NEQSOL%20Academy-%20press-release%20\(ENG\).docx](https://stevies-sage.secure-platform.com/file/13511/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxMSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm958y0kTRQEeIa6RIFNaI-W6-VOz351HksMUC?NEQSOL%20Academy-%20press-release%20(ENG).docx))

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 3**

Download File (<https://stevies-sage.secure-platform.com/file/13512/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxMiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm95NEQSOL%20Academy%20Mobile%20App.msg>)

**Would you like to add an additional supporting document?**

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**Supporting Document 4**

Download File (<https://stevies-sage.secure-platform.com/file/13513/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxMywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm95Tips%20from%20NEQSOL%20Academy.msg>)

**Would you like to add an additional supporting document?**

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**Supporting Document 5**

Download File ([https://stevies-sage.secure-platform.com/file/13514/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxNCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm95cH7koSNYs?Neqsol\\_HQ\\_EN.mp4](https://stevies-sage.secure-platform.com/file/13514/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxNCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm95cH7koSNYs?Neqsol_HQ_EN.mp4))

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**Supporting Document 6**

Download File (<https://stevies-sage.secure-platform.com/file/13515/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzUxNSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm95Neqsol1year-v2.mp4>)

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Yes

**Supporting Document 7**

Download File (<https://stevies-sage.secure-platform.com/file/13575/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxMzU3NSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm95Reminder%20-%20Your%20Journey%20with%20Harvard%20ManageMentor%20is%20starting-.msg>)

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