

Nomination: 5543

NEQSOL ACADEMY: Strategic Learning Platform

<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: Strategic Learning Platform
<b>Category</b> B01 - B59 Achievement > B40 - Best Strategy for 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, 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, and short& mid-term business priorities are the drivers that foster the importance of Sustainable 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 provide maximum interaction among employees, cooperating with world-class business schools in order to stay at the forefront of innovation and adapt to the fast-changing business environment. It leads to achieve a learning culture mosaic with its diversified industries and varied cultures beyond the boundaries.  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 6 different languages that empowers over 10,000 employees in various countries.  NEQSOL Academy drives synergy and sustainable growth, as a learning hub, collaboration with global and local educational institutions, and learning platforms, including Harvard Business School, MIT Sloan School, SkillSoft, RBL Institute, Crossknowlegde, ADA University, enables users to access the latest knowledge and insights. NEQSOL Academy also boasts LinkedIn Learning courses  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 any time via mobile, also gives space to interact, learn from each other, keep in touch through a social platform,  It has a well-structured strategic plan in terms of target audience, content, cooperation, and delivery. Initially, leaders were targeted to start with high ownership, and later all employees and audience will be expanded over the years. This phased transition was planned to reach families, suppliers, customers, students, universities and government

**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 Academy as the first Academy in Azerbaijan in this context leads to achieve a learning culture mosaic with its diversified industries/cultures.

Multilingual platform in Azerbaijani,Ukrainian,English,Turkish,Russian andGeorgian makes learning available in native all Employees feel comfortable.

There are three main pillars of NEQSOL ACADEMY strategic implementation:

-First of all, both in parallel with the digitalization strategy and pandemic, primary goal was to open as digital academy. Primary ambition was to focus on leaders with highly calibrated leadership programs. After starting with 500 leader and ensuring their ownership, it covered 10K employees and will continue with wider audience with variety of content.

-Secondly, after successful ownership in digital academy, it was aimed to expand scope with hybrid and face-to-face programs, and this extension started with focused programs.

-finally, target audiences and programs will expand with new ones that will create value in Holding ecosystem, are determined by a comprehensive time plan.

- In order to be only platform for the needs of Group Companies,to create synergy by sharing valuable expertise inside,contents of SMEs are included.
- For the first time in Azerbaijan and the neighboring region, a training and development platform with such a wide range of capabilities and functions has been created.
- It plays a crucial role in personal and professional development, as well as in strengthening the team spirit of the 10,000 employees through social learning.
- Courses automatically made available to all eligible employees based on their employee profiles, ease of user access, and seamless user experience.

**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 are 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.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.

With extra-ordinary efforts of HR Leaders COP, NEQSOL Academy positively impacted to create group learning culture and best practice for the region

**Webpage Link**

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

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

Yes

**Webpage Link 2**

[https://www.youtube.com/watch?v=pDmW5In5\\_g](https://www.youtube.com/watch?v=pDmW5In5_g) ([https://www.youtube.com/watch?v=pDmW5In5\\_g](https://www.youtube.com/watch?v=pDmW5In5_g))

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**Webpage Link 3**

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

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**Web Page Link 4**

<https://www.neqsolacademy.com/neqsolacademy/eep/index2.aspx?lang=1&err=-1> (<https://www.neqsolacademy.com/neqsolacademy/eep/index2.aspx?lang=1&err=-1>)

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**Supporting Document**

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**Supporting Document 2**

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**Supporting Document 3**

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**Supporting Document 4**

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**Supporting Document 5**

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**Supporting Document 6**

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