

Nomination: 5552

NEQSOL's Leadership Journey for Executives

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company NEQSOL HOLDING
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title NEQSOL's Leadership Journey for Executives
Category B01 - B59 Achievement > B12 - Achievement in Executive Development
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required 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, Seeton, Norm 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 multifaceted/multi-industry business portfolio helps strengthen strategic management and synergies between companies with 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. Rapidly changing environment, local and global expansion plans, diversified industries, and short & mid-term business priorities are the drivers that foster the importance of Executive Development in NEQSOL Holding. Executives are playing a crucial role to drive growth and support sustainability. Group will continue to robust growth by acquiring new businesses in different sectors and countries. And 2 major challenges during this expansion are: <ul style="list-style-type: none">• Financial assurance• Crucial need for competent executives
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 Executive roles have critical influence on all strategic objectives of NEQSOL and are the backbone of the operations. Development and succession within this dynamic structure is a very significant priority for HR strategies. Based on the results of the Succession Readiness Program, a comprehensive leadership program was designed and implemented. It is called NEQSOL Leadership Journey Program. It covers both individual needs and the Group's strategic priorities, organizational future plans with the support of a hybrid model development initiatives for executives Main Features of the LJP: <ul style="list-style-type: none">• It is not a generic Leadership Program. It was important to design a tailored process. Best examples were examined worldwide and a comprehensive literature study was carried out.• Needs analysis interviews were conducted with the enhanced participation of top executives• Throughout the entire process, a participatory approach was followed to be adopted by all executives as a business initiative rather than an HR initiative.• Main targets of the process are followed up and measured at Group level. 10% of total annual targets are Leadership Journey Program and SRP-related targets of executives• Program includes individual solutions that take personal needs into account, as well as common solutions-based Group strategies and focus areas.• With the (IDP) individual development planning step in the SRP process, it became a program specially designed and implemented according to the needs of the leaders.• LJP has included a variety of different tools to meet changing needs of each leader determined by SRP and IDP processes.

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

Executive Development at NEQSOL starts with a structured Succession System called "Succession Readiness Program (SRP).

It is an annual process to establish a solid succession pipeline, identify talent&leadership development priorities and action plans, and help the leaders to support&develop them based on NEQSOL Leadership Model designed in line with challenging requirements they are in.

NEQSOL Leadership Journey Program has mainly 7 parts:

1. Korn Ferry Potential Inventory and 1:1 Feedback Sessions with all executives
2. IDP Sessions: according to the short and long-term backed-up positions set out in the Succession Readiness Program, top management feedback, and leaders' career aspirations.
3. Digital programs presented by NEQSOL Academy in collaboration with reputable institutions around the world such as Harvard Manage Mentor, MIT Sloan Executive Education, CrossKnowledge, and Skillsoft. leaders in 10 countries will make use of a single platform to access training on topics such as leadership, management, personal development, and functional subjects in multiple languages.
4. In-Class Training Program in which leaders can collaborate and exchange ideas in line with common development needs.
5. Open conferences/ seminars in which Group Leaders and External speakers give speeches on critical business dynamics or open programs depending on the specific needs of leaders at Harvard/Insead
6. NEQSOL Executive Coaching & Mentoring Programs
7. Critical experiences (cross-functional roles, rotations, project assignments) to prepare the leaders for planned future roles

Each executive in line with their personal needs and succession planning decisions has undergone above steps, and IDPs are finalized with the right Leadership Journey actions.

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

Significantly positive results have been achieved for such a comprehensive leadership development initiative

Ownership: Main targets of the process are followed up and measured at Group level. Today, 10% of total annual targets are SRP-related targets of executives..

Company Financial Results Considering the indirect effect of SRP as a very critical initiative for the engagement Group's financial performance in terms of Growth which was significantly improved can be an indicator of the Leadership Journey Program contributed to business results as well.

Comparing data for 2020/2021, NEQSOL's performance was increased in Revenue-6%; EBITDA-19%; Net profit-356%

Participation: 110 top executives and senior managers of NEQSOL Holding had participated in the Program following IDP meetings which were held with all to discuss their development priorities and related development actions within the scope of LJ.

Satisfaction Average of leadership development Journey satisfaction survey is 93% including executive coaching, mentoring, NEQSOL Academy, and leadership influence programs.

Compared to the benchmarks in online development platform usage, NEQSOL Academy attracted top executives and senior management with considerably high rates. The penetration rate of 110 leaders is %100 within 1 month period after launch, they started their online development journeys.

Engagement: Turnover of the target audience was compared before and after SRP. Turnover dropped from 7% to 0.9% between 2019/2021.

Cross-functional mobility: Several Critical movements have been completed These moves include 3 vertical moves to CEO level and CFO level positions.

Localization: 10 expatriate positions were backed up with local leaders out of 18 roles.

Webpage Link

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=pPdMW5In5_g (https://www.youtube.com/watch?v=pPdMW5In5_g)

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Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/13551/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkiJjoxMzU1MSwiYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImNmNm9NEQSOL_HR%20ACHIEVEMENT_BEST%20EXECUT%20C4%20B0VE%20DEVELOPMENT.pptx)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/13552/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxMzU1MiwieWxsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9yZGFm-ZGXY5UhNdtetoZ1JxmZ1WWuY?Reminder%20-%20Your%20Journey%20with%20Harvard%20ManageMentor%20is%20starting-.msg>)

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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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Supporting Document 7

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Supporting Document 8

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