

Nomination: 5559

NEQSOL ACADEMY MOBILE LEARNING PLATFORM

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 ACADEMY MOBILE LEARNING PLATFORM

Category

B01 - B59 Achievement > B47 - Best Use of Mobile Learning

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 (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. 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

NEQSOL Academy with a motto of "Your Journey to Excellence" was launched as a digital and mobile learning and interaction environment with a wide range of content in six different languages (Azerbaijani, Ukrainian, English, Turkish, Russian and Georgian) that empowers over 10,000 employees of NEQSOL Holding's companies operating in various countries to manage all learning activities from a single source. Content covers many different subjects and supports development journey of employees with global learning opportunities available from anywhere at anytime via AI based working mobile application.

The collaboration with global and local educational institutions and learning platforms, including Harvard Business School, MIT Sloan School, SkillSoft, Crossknowledge, LinkedIn Learning, RBL Institute, ADA University, enables users to access the latest knowledge and insights.

Content covers many different subjects in such areas as leadership, business trends, functional/technical areas, well-being, and personal development, which are essential to the work and life skills. The platform supports development journey of employees with global learning opportunities available from anywhere at anytime

It leads to achieving a learning culture mosaic with its diversified industries and varied cultures beyond the boundaries, also gives space to interact, learn from each other and keep in touch through a social platform.

Content that covers many different subjects essential to work and life skills such as leadership, business trends, functional/technical areas, well-being, and personal development can be reached anywhere at any time

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 — first digital training and development platform with a wide range of opportunities launched in Azerbaijan. in line with employee expectations, to create a platform that will be best practice in digital for organization, which operates mostly in technology sector and is in a leading position was highly meaningful.

In order to be the only platform for needs of Companies in different sectors and to share valuable expertise, contents prepared by SMEs are included

Main features are;

- Courses automatically made available to all eligible employees based on their employee profiles
- Ease of user access and seamless user experience with Single-Sign-On and state of the art design
- It allows people to learn in ways that make sense for them and engage them
- It can host and curate custom content, so SMEs in the Group can create video content easily
- It delivers highly relevant content for participants thanks to AI- drive personalization
- It provides digital badges rewarding learning and a lifelong learning map.
- Discover area is the section that shows special selections from the special catalog for them and allows to quickly access different lists and collections highlighted
- In the "Special for You" area under "Discover", they can quickly access training suggestions carefully and specially selected for them from the catalog with artificial intelligence support.
- With the gamification, they can view the points they have earned by completing courses, completing exams, level, and all the badges they have earned and can earn.

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.

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)

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?

Yes

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>)

Would you like to add an additional webpage link?

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/13559/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzU1OStwiYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9pOQd7Wdd_KMxEUINem4Pbs0A?NEQSOL%20Academy_Stevie2.pptx)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/13560/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzU2M2wiYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9aQjQxavWCscXU?NEQSOL%20ACADEMY_Mobile_2.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/13561/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzU2MSwiYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9NEQSOL%20Academy_Mobile.png)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (https://stevies-sage.secure-platform.com/file/13562/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzU2MiwIYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9m1fuEHFJAdZzhw-Zjw8PxoV_gPxKX0?Tips%20from%20NEQSOL%20Academy.msg)

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (<https://stevies-sage.secure-platform.com/file/13563/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzU2MywiYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9xcY9-V9FEV5RuL8A9sZL7aw?Neqsol1year-v2.mp4>)

Would you like to add an additional supporting document?

Yes

Supporting Document 6

Download File (https://stevies-sage.secure-platform.com/file/13564/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzU2NCwiYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9Neqsol_HQ_EN.mp4)

Would you like to add an additional supporting document?

Yes

Supporting Document 7

Download File (<https://stevies-sage.secure-platform.com/file/13565/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRRpYUlkIjoxMzU2NSwiYWxsY3dOb3RTaWduZWRRVcmwiOiJGYWxzZSIsImInbm9Tips%20from%20NEQSOL%20Academy.msg>)

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