

Nomination: 5566

TimeXtender -- Employee Relations Team of the Year

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

TimeXtender

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

TimeXtender -- Employee Relations Team of the Year

Category

E01 - E10 Team > E03 - Employee Relations Team of the Year

Team Submission Format

Written Answers

a. Briefly describe the nominated team: its history and past performance (up to 200 words). Required

TimeXtender and its employees, the "Xpeople," give back time to the world – as time is the only finite resource. Throughout TimeXtender's global business, the Xpeople live and breathe its company's core purpose: "Empowering the world with data, mind, and heart because time matters."

TimeXtender aspires to building its company to reflect the diversity of its customers and partners as its employees come from diverse nationalities and speak various languages. Having a fully distributed workforce that works remote allows TimeXtender to recruit people from different backgrounds, upbringings and experiences.

TimeXtender has a written culture code that employees are aware of that inspires being part of a team and bigger purpose. The culture code promotes personal leadership and transparency. Xpeople are considered insiders and are encouraged to share knowledge to empower teammates. The company favors autonomy, accountability and ownership and has high trust with an open environment that is proactive for executing initiatives.

At TimeXtender, everyone has a "voice" which means being your authentic self. The company wants everyone to speak up and offer input and ideas. This is the heart of TimeXtender's diversified workforce: different people sharing various ideas to tackle tough problems by working together to develop outstanding solutions.

b. Outline the team's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

TimeXtender recently transformed its successful business into a fully distributed global organization with "work-on-your-time" daily schedules for employees. The company is now remote with headquarters "in the cloud" as it seeks to set humans free to focus on life balance and output over hours.

Since 2020, TimeXtender has become a leader in the "future-of-work" by taking its modernization efforts to new levels for employees:

- Redesigning its culture based on organizational purpose circles for freedom and autonomy.
- Programs in weekly planning/prioritization inspired by Stephen Covey's 7 Habits of Highly Effective People, a moment of silence to commence meetings, and online breakfasts.
- Virtual weekly recharge sessions during workday so Xpeople can recharge with mindfulness; breath, body and mind exercises.
- A new program called "Barstools" so that the Xpeople can informally socialize online as you would at a hotel bar, and "Café Karmas" where Xpeople can socialize with work colleagues on topics such as books, recipes, current events, etc.
- A new program called "InspireOn" workshops with motivational guest speakers to talk about business, productivity, well-being, and life balance.
- Offering eligible Birth Parents/Legal Guardian up to 4 weeks full paid leave before expected birth/arrival of child, and 20 weeks full paid leave after birth/arrival of child.
- Unlimited paid time off for Xpeople.
- Planting 2,500 trees to celebrate Earth Day 2022.
- Four Sustainable Impact Goals: striving to be climate friendly; giving back to cities and communities; building social connections, and helping with health/well-being; providing high-quality education.

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 past performance (up to 250 words). Required

While many companies experienced layoffs, furloughs or closures since 2020, TimeXtender's proactive transformation and modernization allowed the business to avoid layoffs, even with the effects that Covid-19 had on global economies. Even more, the company increased its head count and introduced several new programs for employees during this same period.

In addition, by going to a fully distributed workforce, the company was able to help keep its employees safe by enabling them to work remote. Here again, to assist employees, TimeXtender built a new home-office program for employees that offered financial assistance for computer, WiFi, phone and remote-work setup. It also offers financial support for membership to co-located office workspace and maintains office space for those looking to work from a traditional setting. TimeXtender also invested heavily in technology for its new worldwide remote workforce. Its circle purpose talks were instrumental in helping employees to grow and be engaged.

Recharge sessions and workshops in personal leadership and planning offered skills training for employees to be their own leader – all organized in purpose circles to give full freedom and enablement of Xpeople to pursue their purpose. Xbassadors program created Barstools and Café Karmas for social engagement and connections. And Karma days off were given to inspire employee community service.

TimeXtender's work environment promotes personal freedom, flexibility, and balance, coupled with a menu of online programs offered during the workday, has played a significant role in supporting, even enhancing, the physical and mental health, well-being, and life balance of the Xpeople.

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

The following attachments and supporting materials are included in this box or down below as supporting documents.

1. TimeXtender Culture Code presentation that summarizes the company's culture principles and practices (see supporting docs).
2. A video about TimeXtender's DNA and Culture (see supporting docs).
3. A video that discusses why people and businesses need time for and the importance of saving time, which TimeXtender provides. (see supporting docs).
4. A picture of Heine Krog Iversen, the company's CEO, writing personal notes along with a book that the company provided for employees (see supporting docs).

REDACTED FOR PUBLICATION

6. This new video created by the branding circle: <https://www.youtube.com/watch?v=75szBjOIDQk>
7. All the details about TimeXtender planting 2,500 trees to celebrate Earth Day 2022: <http://ow.ly/t0Q50IN9mL>
8. More can be found here about the four sustainable impact goals: <https://www.timextender.com/who-we-are/our-culture/>
9. The company blog that shares information about DNA and culture, employee relations and much more. TimeXtender has three main blogs...this one that follows via this link is about DNA and Culture: <https://www.timextender.com/blog/dna-culture?hsLang=en>

Webpage Link

<https://www.timextender.com/blog/dna-culture?hsLang=en> (<https://www.timextender.com/blog/dna-culture?hsLang=en>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.timextender.com/who-we-are/announcements/timextender-named-data-warehouse-solution-of-the-year-by-data-breakthrough-awards-program>
(<https://www.timextender.com/who-we-are/announcements/timextender-named-data-warehouse-solution-of-the-year-by-data-breakthrough-awards-program>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.timextender.com/who-we-are/announcements/timextender-receives-three-best-places-to-work-awards-for-the-seattle-business-community>
(<https://www.timextender.com/who-we-are/announcements/timextender-receives-three-best-places-to-work-awards-for-the-seattle-business-community>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.timextender.com/who-we-are/announcements/timextender-celebrates-15-years-in-business-by-winning-three-global-awards> (<https://www.timextender.com/who-we-are/announcements/timextender-celebrates-15-years-in-business-by-winning-three-global-awards>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.timextender.com/who-we-are/announcements/timextender-wins-two-top-awards-one-for-culture-and-one-for-technology> (<https://www.timextender.com/who-we-are/announcements/timextender-wins-two-top-awards-one-for-culture-and-one-for-technology>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://beyondexclamation.com/anne-krog-iversen-timextenders-innovative-work-culture-is-the-backbone-of-its-growing-business/> (<https://beyondexclamation.com/anne-krog-iversen-timextenders-innovative-work-culture-is-the-backbone-of-its-growing-business/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://ciolook.com/anne-krog-iversen-is-a-different-kind-of-entrepreneur/> (<https://ciolook.com/anne-krog-iversen-is-a-different-kind-of-entrepreneur/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 8

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2020/12/18/how-to-stay-positive-during-these-challenging-times/?sh=a21d0ed665c3>
(<https://www.forbes.com/sites/forbeshumanresourcescouncil/2020/12/18/how-to-stay-positive-during-these-challenging-times/?sh=a21d0ed665c3>)

Would you like to add an additional webpage link?

Yes

Web Page Link 9

<https://www.europeanbusinessreview.com/how-to-build-a-thriving-self-managed-organization/> (<https://www.europeanbusinessreview.com/how-to-build-a-thriving-self-managed-organization/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 10

<https://businessviewmagazine.com/digital-magazines/may-2020/29/> (<https://businessviewmagazine.com/digital-magazines/may-2020/29/>)

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/13595/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxMzU5NSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9TimeXtender-Culture-Code-2022-Final-DWYxL7tIESX6.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/13595/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxMzU5NiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9E_JGlzye6hUm68w9lItF2Y?TimeXtender%20DNA%20&%20Culture.mp4)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/13597/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxMzU5NywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9gtKConAbWXCPq6IZJ5mHvMO_MmaGplNRBjVgCeA5gc?TimeXtender_%20What%20do%20you%20need%20time%20for_.mp4)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (<https://stevies-sage.secure-platform.com/file/13598/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxMzU5OCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9dOB7WJPECo9XDkmyYHw2ZV3oiKnA?Heine%20-%20signing%20books2.jpg>)

Would you like to add an additional supporting document?

No

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