

Nomination: 5636

Become Your Best Self: Helping IBMers to make the best out of 2021

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

IBM

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Become Your Best Self: Helping IBMers to make the best out of 2021

Category

B01 - B59 Achievement > B43 - Best Team Development Program

Achievement Submission Format

Written Answers

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

In 2021 February we have launched a new program focused on building team spirit, while allowing individual to "Become Your Best Self".

Its aim was to help our employees to learn new things, pursue their dreams and boost them up with energy after 1 year of challenging period due to pandemic and being at home office.

In 2020 our company program was focusing on Mental and Physical health after the first shock the pandemic hit us. Sadly, the virus stayed longer than expected and changed our lives completely. Our homes became our offices, we had hardly ever met our colleagues face to face, all our sessions and everyday meetings moved to the online zone. By the end of 2020 we all got completely exhausted. For 2021, we wanted to have a fresh start and give our people opportunities not just to improve the skills needed for their everyday work but to give them a variety of possibilities to improve & energize themselves in other areas as well. We wanted to help them to re-charge.

Our goal was to give broader development opportunities, bringing in outside of work topics helping employees skill development as well as acquiring new certifications (internal badges).

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

The planning started in December,2020 with a brainstorming session of the social & diversity teams who are organizing programs on voluntary basis on top of their working hours with support and funding coming from our management team. As a first phase we sketched up our ideas for topics to be covered and an eye-catching logo was created by our design team. Slogan ideas were coming from our employees and being voted by the management and engagement team that was used throughout the year.

Early in 2021 all the speakers were contacted to agree on the schedule, topics were covering demonstration sessions of tools we use, diversity & inclusion topics, emotional intelligence, etc. An internal site was created to share agenda and relevant information. Communication was accomplished through the weekly Newsletters on our dedicated Slack channel and via e-mail and direct channels of managers.

The program was designed as a combination of 30-45 minutes knowledge sharing and TED Talk sessions. Based on experience, we decided not record TED Talks as we wanted to create a safe environment where employees could share their thoughts. Being isolated for a while and bringing-in out-of-work topics helped a lot to colleagues to open up and create a TEAM spirit. We have also kicked off a sport challenge, for which a great teaser video and best performer medals were created and a non-governmental collaboration project where participants could practice project management and design thinking skills that usually they are not able to during their normal work.

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

Over 1700+ attendees enrolled in this program, completing 137,651 total learning hours. The program helped employees to learn new skills and achieve their yearly learning target. 86% of our population achieved the 40 hours limit. We also had an increase in number of badges completed per employee, which increased 2 percentage points in 2021.

As the essence of the program, we also wanted to motivate our employees to change their lifestyles and re-charge themselves. For this reason, we brought to life the Move Around the Globe Challenge. Our intention was to motivate them to do some outside activities, embedded into a virtual tour around the World as we did not have the chance to travel because of COVID-19. As a joint effort, our colleagues have collected 13,000+ km with running, walking, and biking during the year and we were rewarding participants with Best Performer medals and the most dedicated ones participating during the whole year received a company branded package of great products.

The most special success, which boosted our employees with energy, was a collaboration project with NGOs, where participating members had the chance to practice their project management and design thinking skills working together with Never Give Up Foundation and Bethesda Children Hospital. Real life experience is by far the fastest way of learning and improving competence. It was heart-warming to realize how much it gave to the people participating not just because they could practice new skills but because they became part of a great team.

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

Please see attached below materials.

Webpage Link

<https://ibm.box.com/s/jtvr941u45s9kby79zh8elmqozak1cpu> (<https://ibm.box.com/s/jtvr941u45s9kby79zh8elmqozak1cpu>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.youtube.com/watch?v=AiT1JZ8ffw> (<https://www.youtube.com/watch?v=AiT1JZ8ffw>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://ibm.box.com/s/8a8jdbmpmle6sdf4mfspysqm1ufc3hmp> (<https://ibm.box.com/s/8a8jdbmpmle6sdf4mfspysqm1ufc3hmp>)

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Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/13761/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjozMzc2MSwiYWxsYXN0b3R0aWduZWVcmwiOiJGYWxzZSIsImlnbm9s2IQVDWimlTx4orc_Mygnvi_yxRhncBMXBtyEh7g6w?Become%20Your%20Best%20Self%202021.pdf)

Would you like to add an additional supporting document?

No

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