

Nomination: 5752

Shift Up A Gear for DHL Global Forwarding, Freight

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

DHL Global Forwarding, Freight

Additional Contacts

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

Page: Entry Information

Entry Title

Shift Up A Gear for DHL Global Forwarding, Freight

Category

B01 - B59 Achievement > B19 - Achievement in Leadership Development for Women

Achievement Submission Format

Written Answers

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

We are the Freight Forwarding experts since 1815. DHL Global Forwarding, Freight (DGFF) is part of Deutsche Post DHL Group (DPDHL). We are more than 43,000 employees and are represented in more than 101 countries around the world. Our air, ocean and overland freight forwarding services include standardized transport as well as multimodal and sector-specific solutions, together with individualized industrial projects.

Employee Engagement at DGFF looks into the way employees feel passionate about their jobs, are committed to the organization, and put discretionary effort into their work. Employee engagement includes recognition, appreciation, well-being, Diversity & Inclusion, volunteering and feedback.

Our Culture at DGFF is driven by our values: Passion, Entrepreneurship, Excellence and Teamwork. These guide how we work together with our colleagues, Customers and business partners on a daily basis.

We have come a long way as organization in terms of engaging our employees. In 2014 we went through a hard time in terms of financial performance paired with low engagement of our employees. Since then, we have developed initiatives focused on creating a strong culture and common values which took our Employee Opinion Survey results on Employee Engagement from 70% in 2014 to 86% in 2021.

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

Our efforts to increase the share of „Women In Management“ are part of our Diversity, Equity, Inclusion und Belonging (DEIB) agenda as well as forms a key pillar of our award winning “Women at DGFF” initiative. Across Deutsche Post DHL, we have set clear goals to reach at least 30% of women on “Director” and above level by 2025. .

To reach this goal, we – and other DPDHL divisions - have set up a divisional “shift up a gear program” where we have identified 250+ high potential females from all around the globe who have potential to develop to Director or above level. We support them with:

Career development

Each member of the Executive Board and also the people who report to Executive Board members hold “get to know dialogues” with at least 1 or 2 of these women. Besides providing women necessary top management exposure, this also helps with a cultural change of the male dominated Boards as it helps them to understand the perspective of women and their expectations towards us as an employer

All positions are advertised on our internal jobwatch portal and we encourage women in a targeted way to apply

We provide them with career development workshops and #IamRemarkable sessions and also provide mentoring opportunities.

We also provide global virtual “lets connect sessions” with females on a regular basis which allow them to meet females from all around the globe virtually to network and exchange and to support each other.

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

The progress of "Shift Up A Gear" is being discussed every 2nd month in detail during the Executive Board meeting in which also key Key Performance Indicators such as female placement rates, female attrition and the % of females in management are being reviewed.

Since the start of "shift-up-a-gear" we have welcomed 250+ women to take part in the initiative and were able to increase our share of women in management (Director level and above) from 22.7% at the end of 2020 to 28.0% in April 2022. We get extremely positive feedback.

Here a quote of one of the females who was just promoted to a VP position in airfreight: "Without Shift Up A Gear, I would not be where I am today. Shift Up A Gear connected me with the right people and through the ADEPT career development workshop, I was able to identify and articulate what I want. Through Shift Up A Gear, I was encouraged to apply for this VP role and I had the confidence which I did not have before joining this wonderful program".

Besides applying for a Stevie award, this project will be submitted as a nomination for the DP DHL HR Awards in 2022.

Shift Up A Gear was also explained in the German podcast with Top Employer "Share the best"

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

Presentation

Example for Shift Up A gear post on LinkedIn:

https://www.linkedin.com/posts/tamara-heinze-74bb9952_dhlglobalforwarding-diversity-inclusion-activity-6816709208516390912-lx5v?utm_source=linkedin_share&utm_medium=member_desktop_web

Link to Top Employer Podcast

https://www.linkedin.com/posts/eva-mattheeussen-7b2196_topemployers-shiftupagear-genderbalance-activity-6935590741440102400-bMUB?utm_source=linkedin_share&utm_medium=member_desktop_web

Webpage Link

https://www.linkedin.com/posts/tamara-heinze-74bb9952_dhlglobalforwarding-diversity-inclusion-activity-6816709208516390912-lx5v?utm_source=linkedin_share&utm_medium=member_desktop_web (https://www.linkedin.com/posts/tamara-heinze-74bb9952_dhlglobalforwarding-diversity-inclusion-activity-6816709208516390912-lx5v?utm_source=linkedin_share&utm_medium=member_desktop_web)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

https://www.linkedin.com/posts/eva-mattheeussen-7b2196_topemployers-shiftupagear-genderbalance-activity-6935590741440102400-bMUB?utm_source=linkedin_share&utm_medium=member_desktop_web (https://www.linkedin.com/posts/eva-mattheeussen-7b2196_topemployers-shiftupagear-genderbalance-activity-6935590741440102400-bMUB?utm_source=linkedin_share&utm_medium=member_desktop_web)

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Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/13988/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxMzk4OCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInb9Shift%20up%20a%20Gear.pptx>)

Would you like to add an additional supporting document?

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Terms and Conditions

I Agree