

Nomination: 5964

Employee Rewards & Recognition 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

Employee Rewards & Recognition for DHL Global Forwarding, Freight

Category

B01 - B59 Achievement > B39 - Best Reward & Recognition Strategy

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

DHL Global Forwarding Middle East & Africa has proactively recognized and valued employees' talents, success & contribution to the organization via two most awaited initiatives: MEA Got Talent & Employee of the Year Conference.

MEA Got Talent- an annual virtual competition which highlights the passion of our employees demonstrating their diverse and unique talents. Out of over 40 applications, shortlisted finalists are invited to pitch their talent to over 300 employees alongside our senior judges.

Employee of the Year Conference - an annual physical conference abroad where each employee of the year from 39 countries comes to engage with our senior leadership, customers & explore further career development opportunities in the business & be officially awarded during our annual gala night.

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

These two initiatives show the commitment of our leadership into discovering employee's talent & skills but also investing additional resources into nurturing their talents/skills/capabilities further.

Last year winner were asked to help renovate offices thanks to her designing skills.

Social identity

We create a sense of belonging at work by allowing employees to show who they are and by recognizing their talents with the help of our senior leadership.

Networking & career development

These annual events allow colleagues to be recognized across our wide region, to connect and build stronger work relationships. We have witnessed success stories of career promotions among some of our employees of the year.

Terms and Conditions

I Agree