

Nomination: 6047

pladis Global, Performance Management Approach for High Performing Culture

**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**

pladis Global

**Additional Contacts**

I do not wish to list additional contacts

**Page: Entry Information**

**Entry Title**

pladis Global, Performance Management Approach for High Performing Culture

**Category**

B01 - B59 Achievement > B25 - Achievement in Performance Management

**Achievement Submission Format**

Written Answers

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

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pladis Talent & Organisational Development team is shaped by highly competent Human Resources professionals with significant experience and expertise, who are thrilled to work at pladis with the ambition of building a high performing organisation and developing our people to their best. Since our foundation in 2016, our team has put their heart to implement the best in place HR practices with a high focus on a seamless colleague experience and our ambition for success has enabled us act with agility, resilience and courage, while we aim to surpass boundaries and challenges.

**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**

At pladis, we are committed to continuous improvement in everything that we do. So, in 2021, we took further steps to ensure that our Performance Management approach supports our business priorities and our individual and team success to build a high performing culture.

Therefore, we organised our performance objectives [redacted] asked our colleagues to focus on what they can do to contribute to business results through improvements in service, products or procedures and innovative solutions; [redacted] [redacted] to focus on what they can do to contribute to people & organization aspect, such as improving organizational effectiveness and efficiencies, enhancing the One pladis culture, demonstrating our values, developing competencies and behaviours regarding their leadership and team skills and growing personal leadership goals, identifying strengths/opportunities and how to grow as a leader of people.

Another step of this change was to re-define our performance rating scale [redacted] as we are committed to create a high performing organisation where our new norm was re-positioned for a higher performance.

We also re-modelled our bonus calculation weighting of each category of objectives; [redacted] [redacted] to attach equal importance to our organisational development and to deliver bolder ways of being recognized and rewarded.

**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 the past few years upon our foundation, we focused on our values to measure the quality of how we were delivering our objectives. This approach served its purpose and especially during a 2020 with unprecedented challenges, it helped us feeling united and deliver results.

However, the time came for a change, to build a high performing culture and to focus more on our People & Organisation. While continuing to keep our values alive in our daily interactions, we implemented the new approach **REDACTED FOR PUBLICATION** which has helped our colleagues grow and unleash their true potential and has led us establish a high performing organisation to sustain our competitive advantage, drive our strategy and win as One pladis!

Also, focusing on our "People & Organization" priorities, we ensured that each of us has not only seen how our work contributes to and aligns with the overall business goals but also clarified roles throughout the organization and put the development of our people and our organisation at the heart of our growth ambition, which set us apart from our competitors and helped us to work seamlessly, together with a unified ambitions and motivation.

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I Agree