

Nomination: 6115

Discover-Learn-Grow with AcademyPlus

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

KocSistem Bilgi ve Iletisim Hizm. A.S

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Discover-Learn-Grow with AcademyPlus

Category

B01 - B59 Achievement > B40 - Best Strategy for a Corporate Learning University

Achievement Submission Format

Written Answers

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

KocSistem known many years produces technology for digital transformation of institutions,uses technological competence develop sector. At KocSistem,approximately 1500 employees,believed every employee is talent, it's always been priority target as"school company" to combine business needs with right talent to move employee forward in their career. REDACTED FOR PUBLICATION
"Career&Development Perception" of employees,analysis was initiated by using "design thinking" approach.Insight analysis studies were conducted with participation experience-oriented insight studies on 4 different surveys,5 Persona,20 design workshops,demographic,system analyzes were carried out.All activities, was observed that insights of employees were gathered under following headings:

- Expectation of development programs that will also contribute their career,
- Increasing diversity of Training&Development resources,
- Having flexible,time-independent,personalized development programs to support changing areas of responsibility,
- Ensuring that it continues its development not only with training but also with new responsibilities.Employee insights also shown career&development need to be redesigned with "development mentality" approach,as gathered under single roof,structured with end-to-end experience focus REDACTED FOR PUBLICATION

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

All these activities,transition from a practice approach, in which needs-based annual development plans are created with traditional methods, REDACTED FOR PUBLICATION
to "Growth Mindset" approach has been adopted as strategic orientation. REDACTED FOR PUBLICATION
REDACTED FOR PUBLICATION Employees took responsibility for their development REDACTED FOR PUBLICATION
REDACTED FOR PUBLICATION,switched to self-service,invaluable learning&development model. REDACTED FOR PUBLICATION

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

AkademiPlus 1st&only new generation,multidimensional L&D approach in Turkey.

Presented with unlimited opportunities,they can add whenever,wherever wants

•Training hours perperson,which was 37 in 2020 with needs-based development planning,reached 45 hours at the end of 2021 with growth mindset approach,unlimited development resources

•Internal trainers expanded by 30%, 40% of specialization trainings have started to be provided by AcademyPlus internal trainers.

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

With Academy Plus, which brings the Development & Career approach together on a single model and platform for the first time in Turkey, KoçSistem employees assume the responsibility for their own development and can benefit from unlimited development resources whenever and wherever they want and can determine their own steps to advance in their careers as they grow.

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

REDACTED FOR PUBLICATION

Would you like to add an additional supporting document?

No

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition. (<https://stevies-sage.secure-platform.com/a/page/enter/Rules-terms>)

Terms and Conditions

I Agree