

Nomination: 6119

MDC

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

Ayala Land, Inc. - Makati Development Corporation

Additional Contacts

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

Page: Entry Information

Entry Title

MDC

Category

A01 - A31 Employer of the Year > A20 - Employer of the Year - Industrial

Employer of the Year Submission Format

Written Answers

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

Makati Development Corporation (MDC), a wholly-owned subsidiary of Ayala Land, Inc., is the leading Engineering, Procurement, Construction, and Construction Management (EPCCM) company in the Philippines. The company currently has four subsidiaries: MDC BuildPlus, Inc., MDC ConQrete, Inc., MDC Equipment Solutions, Inc., and MDBI Construction Corp.

An ISO-certified company and a Quadruple A Platinum-licensed Contractor in the Philippines, MDC's 47-year track record spans more than 700 completed projects in the commercial, residential, industrial, and infrastructure sectors.

Regarded as one of the top employers in the Philippine construction industry, MDC provides its employees with opportunities to excel in their respective professions and grow their careers through various leadership, learning, employee engagement, and corporate social responsibility programs.

b. Outline the organization's employee-relations achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

When employees are happy and fulfilled, the company thrives. MDC believes that this can be achieved by providing its people with opportunities to earn, learn, lead, and serve the nation – all while remaining healthy and engaged despite the pandemic.

To achieve this, MDC implemented a well-rounded employee relations program entitled "Iisang MDC Tayo (We Are One MDC) REV-Up!" centered on MDC's pillars of Recovery, Excellence, and Values. Various activities centered on culture-building, unity, health and safety, leadership, learning, work-life harmony, and social responsibility were launched to gather support for the campaign.

MDC cared for its employees and their families at the height of COVID-19 by strengthening its in-house medical team to be able to implement stringent protocols, conduct a massive vaccination campaign, and provide much-needed medical services. Welfare facilities were built for workers and staff staying onsite during lockdowns, while over USD4.5M in financial aid was given to those affected. There were no lay-offs and salary cuts throughout the pandemic.

MDC initiated workplace transformations to help employees adapt to the new normal. Hybrid work arrangements were implemented, while modernization and digitalization programs supported operations with 72 new systems launched since 2020.

MDC provided over 3,457 hours of training and organized 91 engagement programs, while its in-house skills training facility conducted learning and assessment activities to improve the livelihood of workers. Various corporate social responsibility programs were likewise conducted to provide employees with opportunities to care for the community and contribute to national recovery.

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 organization's past performance (up to 250 words). Required

MDC's well-rounded approach to employee relations allowed the company, its people, and its partners to operate and thrive despite COVID-19 limitations. Thrusts to safeguard employee health while intensifying culture-building, training, engagement, modernization, and digitalization programs sustained operations despite lockdowns and restrictions.

MDC remobilized over 47,000 personnel in 233 project sites across the Philippines. Given that MDC has the largest number of projects and manpower in the Philippine construction industry, this is considered a monumental achievement made possible by the efforts of its people.

The value of employee relations became further evident when MDC employees answered the Ayala ENGAGE Survey in 2021. ENGAGE is a group-wide survey conducted every 2 years which aims to better understand the Ayala group's present state of employee engagement and experience. In 2021, MDC scored 96% with a 100% response rate - registering higher than MDC's 2019 performance of 93%, and exceeding the 2021 Philippine National, Global High Performance, and Ayala Norms. This signifies that MDC supports an engaged, enabled, and energized workforce. In addition, MDC was awarded 7 IBA Stevies in 2021 for various efforts by its employees.

MDC employees were able to play significant roles in helping the nation heal through various CSR projects during the pandemic – this includes the construction of COVID facilities, relief drives, environmental programs, and medical missions, among many others.

All of these efforts have accelerated recovery – allowing the organization to excel while adding value to the lives of Filipinos.

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

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/14996/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNDk5NiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9yMakati%20Development%20Corporation-AyalaLand%20Inc%20-%20Employer%20of%20the%20Year%202022%202.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/15003/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNTAwMywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9yMakati%20Development%20Corporation-AyalaLand%20Inc%20-%20Employer%20of%20the%20Year%202022%203.pptx>)

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