

Nomination: 6218

Bakioglu

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

Bakioglu

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Bakioglu

Category

A01 - A31 Employer of the Year > A22 - Employer of the Year - Manufacturing

Employer of the Year Submission Format

Written Answers

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

Bakioğlu group has been one of Turkey's leading manufacturers in the packaging and sub-industry for 50 years. Bakioğlu operates as 10 different companies with 12 factories established on an area of 310,000 square meters.

Bakioğlu HR team designed the "Bakioğlu 360-Degree Development System" in order to develop employees for today's and tomorrow's competencies and to create a feedback culture throughout the organization.

Since the day it was first designed, The Bakioğlu 360-Degree Development System (hereinafter referred to as the "360 Program") has been updated and continuously improved every year with changing needs.

The 360 Program is a collaborative development process in which participants can develop their competencies by seeing themselves through the eyes of their stakeholders. The participant obtains a 360-degree analysis of his/her competencies, consisting of his/her managers, subordinates, customers, stakeholders and his/her own evaluation by the individual report obtained at the end of the process.

The 360 Program is run through a fully digitalized system. Evaluators make their evaluations easily through an interface available from any device. Reports are also generated automatically. In this way, both the confidentiality is preserved and ease of use and efficiency are ensured.

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

Program Phases:

Phase 1: Selection of Evaluators

Each participant is evaluated by a minimum of 18 people consisting his/her supervisor, 2nd degree manager, subordinates if any, and the customers and stakeholders with whom he/she cooperates.

Phase 2: Evaluation

Evaluations are made online through an evaluation form consisting of sub-behavioral indicators of corporate competencies. The evaluation form also varies according to the competencies that the participant is responsible for.

Evaluations are carried out on the online system anonymously. None of the users can access the individual ratings, the participants only see the averages of the competencies scores.

Phase 3: Individual Development Reports

In this report, the participant can see both the differences between his/her own scores and the scores given to him/her by others, as well as his/her own place according to the averages of the company he/she works for and the Bakioglu Group.

A very important part of the report is the annual development section, where the participant's development is compared with previous years. In this section, one can see which competencies have improved from year to year, and how their priorities have changed, by measurements.

Phase 4: Feedback Interviews of "All About You"

The feedback meetings were restructured under the name "All About You" in order to strengthen the individual development focus of the program in 2021.

"All About You" interviews are moderated by external moderators to ensure objectivity. Interviews proceed in a pre-formatted, standard flow. All stakeholders share their feedback and suggestions for development.

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

What distinguishes 360 Program among very-well known and common classical 360-degree evaluation implementations is the development strategy and feedback process. With individual development report and "Our Focus is Only You" Meetings, Bakioglu aims to create a feedback and development culture among all Bakioglu companies. Each employee gains a very detailed development report and has the critical opportunity to listen to constructive feedback and development advises from Professional coaches and managers.

In these structured meetings "Surprise Areas" are evaluated as well as the strengths and development areas of the person. Surprise areas are development areas where one's assessment differs significantly from the assessment of others. In this way, it is contributed to increase the awareness about the person's own development and competencies.

Each participant creates an individual development plan with the feedback they have received throughout the process after the interviews. The participant and the manager follow this development plan and gather through the development mentoring meetings throughout the year.

360 Program has provided measurable benefits within the organization.

ROI(return-on-Investment): 360 Program shows an extraordinary success in terms of return on investment. In just 1 year, Bakioglu 360-degree Evaluation System returns its investment of 12 times.

-360 Program contributed to the competence development of Bakioglu companies,

-Contributed to the development of management skills,

-Improved in-house capabilities and enhanced internal promotion rate,

-Enhanced the awareness of the participants about their own development and competencies,

-contributed positive impact on employee satisfaction, motivation and loyalty.

(Proof is provided with comparative data as attachments)

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

Apx1: Document: Results& Accomplishments

Bakioglu 360 program achieved remarkable results. All comparative evidence and data on program's effects and accomplishments can be reviewed with this document.

Apx2: Presentation: Program Details

A documentation about main features of the program

Apx3: Video: Program at-a-Glance

A short video introducing the program

Apx4: Video: Program Testimonials

This video contains program participants' and their managers' feedback

Webpage Link

<https://youtu.be/rVCckLm1N0Q> (<https://youtu.be/rVCckLm1N0Q>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://youtu.be/WygCOcU7a-c> (<https://youtu.be/WygCOcU7a-c>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/15227/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxNTIyNywiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9yAppendix1-ResultsAccomplishments.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/15228/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJjoxNTIyOCwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9yFRIRv1ZtdkjkHI?Apx2-Program%20Details.pdf>)

Would you like to add an additional supporting document?

No

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