

Nomination: 6306

The Energy Collective. We exist to #makeitbetter.

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

The Energy Collective

Additional Contacts

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

Page: Entry Information

Entry Title

The Energy Collective. We exist to #makeitbetter.

Category

K01 - K06 COVID Response > K01 - Most Valuable Employer

COVID-19 Response Submission Format

Written Answers

a. Outline the organization's or individual's work during the COVID-19 pandemic, to ensure that employees are safe, employed, and/or informed, that you wish to bring to the judges' attention (up to 250 words). Required

Our Secret Sauce (culture framework) guided us through tough Covid - they were developed to be in line with what we stand for and who we are. That means they have to show care for our employees, be innovative, fun and foster community. In our Covid-19 Survey we scored 97.8% in company confidence. Headcount growth remained fast - we hired 152 new employees (110% growth) from March '20 to now.

Our Covid-19 response included:

- \$100 monthly utility payment while in lockdown
- Dinner vouchers to celebrate milestones
- Flexible working hours & hybrid working
- Covid tests, hospital expense support, vaccination drives
- Organisational Psychologist workshops to help manage isolation and wellbeing
- Physiotherapist workshop to proactively manage ergonomics while working from home
- Employee Assistance Programme
- Group grief counselling
- Family support fund for funeral expenses and support
- Me Time days - 5 extra leave days
- Extra sick leave where needed
- Work from your home country so people can visit family after lockdowns
- Mini catch ups to build social connections outside BAU teams
- Friday virtual fun evenings
- Virtual team building events
- Paid home office furniture

We measured employee NPS (eNPS) globally through the pandemic, and we maintained a high score of:

- March'22 = 45
- March'21 = 42
- March'20 = 46

b. 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

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Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

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Would you like to add an additional supporting document?

Yes

Supporting Document 2

No File Uploaded

Would you like to add an additional supporting document?

Yes

Supporting Document 3

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Would you like to add an additional supporting document?

Yes

Supporting Document 4

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Would you like to add an additional supporting document?

Yes

Supporting Document 5

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Would you like to add an additional supporting document?

Yes

Supporting Document 6

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Would you like to add an additional supporting document?

No

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