

Nomination: 6432

Enerjisa Technology Development Academy

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

Enerjisa Enerji

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Enerjisa Technology Development Academy

Category

F01 - F70 Solutions, Implementations, and Training Programs or Media > F50 - F68 Training Programs or Media > F61 - Professional or Legal Training

Training Programs or Media Submission Format

Written Answers

a. If this is a brand-new product, state the date on which it was released. If this is a new version of an existing product, state the date on which the update was released. Required

The project is launched in 2021

b. Describe the features, functions, and benefits of the nominated program or media (up to 350 words). Required

Enerjisa Enerji is Turkey's leading electricity company operating in two main business lines, i.e. power distribution and retail sales. With a team of over 11,000 employees, Enerjisa reaches around 21.9 million users in 14 provinces across three operational regions.

Continuous Learning Culture and Human Focus in EnerjiSA:

Being aware of the fact that skillful and happy employees are its most important investment in mediating to reach future goals, Enerjisa positioned to invest human capital as one of the strategic priorities of the company.

Enerjisa focuses on the best, the most efficient and collectively adopted Human Resources procedures and practices that touch people with the vision of "being the continuously preferred employer in the industry and within Top 15 in all industries". Enerjisa's purpose is to offer a pleasant and meaningful career journey to its employees through these practices as of the day they are recruited.

Enerjisa launched the "Future of Work" project in order to prepare the company and its employees for the competencies of tomorrow at the end of 2020. It launched the Technology Development Academy in order to develop the skills of technology teams, which play a critical role in preparing for the future of work.

While today's business world is changing rapidly, it is getting harder and harder to catch up with the speed of technological change. The success of companies in managing this change also depends on the ability of technology teams to be future-fit.

Enerjisa Technology Development Academy is a comprehensive development program designed to prepare the technology teams leading change at Enerjisa for the latest technology trends and changing business dynamics.

Program content is designed by combining the current needs of the technology teams, new trends and the future competencies.

Technology Development Academy consists of 4 modules, each of which focuses on separate topics. Each module in itself includes,

- 1 Technical Training
- 1 Competency Training and
- 1-2 Experience Sharing sessions
- 1 Inspirational Talk, and
- monthly bulletins.

The program is implemented online lasting for over 1 year.

c. Outline the market performance, critical reception, and customer satisfaction with the product or service to date. State monetary or unit sales figures to date, if possible, and how they compare to expectations or past performance. Provide links to laudatory product or service reviews. Include some customer testimonials, if applicable. (up to 350 words). Required

The first module started with the Electricity Markets 101 interactive video training and continued with the "Search for Meaning at Work" competency training. This module's experience sharing session is held with the Enerjisa CEO. While the experiences of Enerjisa senior executives were listened to in the experience sharing sessions, leading experts in their fields were invited to the Inspiring Meeting Talks.

The Technology Development Academy is completed with 4 technical virtual trainings, 4 personal development trainings, 6 Experience Sharing and 4 Inspiring Meeting Talks and sending 11 monthly bulletins. 230 people participated in the program and the training evaluation questionnaires were sent to the participants via QR code.

The Technology Development Academy is a very important program that has brought all Enerjisa technology teams together with specially designed content, creating a common language within the department and leveraging basic knowledge and competencies. This program has also created a common meeting ground for technology teams, especially on days when communication has decreased due to the effect of the pandemic and people cannot find environments where they can be together.

It is known that technology teams are a little more reluctant than general participants, especially on topics such as competence, soft-skill trainings and experience sharing conversations. For this reason, not only the content of the program, but also its communication has been specially studied. The program is launched with the participation of the entire technology team and Enerjisa senior management, thus creating interest in the program. In addition, in order to increase the engagement to the program, special gift sets of Technology Development Academy were sent to the participants addresses. These gift sets, which include small gifts such as thermos, headphones and chocolate, were a surprise for Enerjisa employees working from their homes and contributed to their engagement. The feedback received from the participants shows that both the launch and the gift sets increased the interest in the program.

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

Program has a participation rate of 80% and satisfaction rate of 94%. Both rates are high when compared to other training offered for technology teams.

Technology Development Academy also contributed to loyalty of Enerjisa technology teams. Technology teams' turnover rates has been decreased from 9%(2020) to 6% (2022 YTD). Although this decrease cannot be explained just by the development program, since the decrease rate is higher than other Enerjisa teams, this result is evaluated of affected by the development program.

Apx1-Presentation-Enerjisa Technology Development Academy Details

Apx2-Video-Enerjisa Technology Development Academy Testimonials (Please turn on cc for English Subtitle)

Apx3- Document- Enerjisa Summarized 2021 Annual Report on Human Capital

Apx4-Website- Enerjisa Website

Webpage Link

<https://www.enerjisa.com.tr/en/home> (<https://www.enerjisa.com.tr/en/home>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

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

Would you like to add an additional webpage link?

No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/15614/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNTYxNCwiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIsImNm9-CvqpVHP_7FIYNIb42cZgGdzE?Apx1-Enerjisa%20Technology%20Development%20Academy%20Details.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/15615/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNTYxNSwiYWxsY3dOb3RtaWduZWVcmwiOiJGYWxzZSIsImNm9-Apx1-Enerjisa%20Summarized%20Annual%20Report%202021-2020%20for%20Human%20Resources%20Practices.pdf>)

Would you like to add an additional supporting document?

No

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