

Nomination: 7164

ecosio

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

ecosio

Additional Contacts

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

Page: Entry Information

Entry Title

ecosio

Category

M01 - M04 HiBob Sponsored Categories > M03 - Best Use of Bob for Impacting the Employee Lifecycle

Achievement Submission Format

Written Answers

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

At ecosio, we are more than just a technology company. Founded in 2012, our journey began with a commitment to make B2B integration simple and accessible for everyone.

Our success is not only attributed to our refined cloud-based technology - the ecosio Integration Hub - but also to the incredible team of experts we have cultivated over the years. With diverse backgrounds and expertise, our employees bring knowledge and dedication, ensuring that our customers experience "Connections That Work" in every interaction.

We have scaled our team from a small team of fewer than 10 people in Austria in 2012 to a diverse and talented workforce of over 120 employees spanning 8 countries in 2023. Our team is the driving force behind our success, and their commitment to excellence fuels our ability to deliver exceptional results for our clients.

We believe that the heart of any organisation lies in its people, so we prioritise our internal culture and invest in our employees' growth and well-being. In a remote setting, our HR initiatives focus on employee well-being and work-life balance.

b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

In 2021, our focus was on scaling the team internationally. The talent acquisition team was established, and a lot of internal processes became more defined. In early 2022, we implemented a new ATS SmartRecruiters which helped us to automate the interview and hiring process. Based on positive feedback in 2022 on kununu.com, we won the Kununu Top Company award.

Our team has experienced significant growth. This expansion has been accompanied by an unwavering commitment to diversity and inclusion, as evidenced by our team's composition of 20 nationalities across 8 countries.

In 2022 we started with the implementation of the HiBob HRMS, a powerful tool that has revolutionised our HR processes and enabled us to effectively manage our diverse international team. This platform has streamlined various HR functions like the hiring process, the employee on- and offboarding, contract updates, payroll and many more, allowing us to focus on strategic initiatives that enhance employee experience and development.

Being a remote-first company, we foster a culture of continuous learning and development. Each employee gets a learning and development budget that can be spent to expand their skills. We also have ongoing training sessions for the management level, and bi-yearly team retreats where each team can get together and review the strategy for the next half year.

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

1. Automated onboarding process

Our onboarding process has been completely automated, thanks to the seamless integration of HiBob with SmartRecruiters and the implementation of pre-onboarding and onboarding processes. This has allowed us to provide new employees with a smooth and efficient onboarding journey, ensuring they feel welcomed and supported from day one.

2. Employee engagement

We have taken strides in boosting employee engagement through various initiatives, such as surveys and short polls. The high participation numbers in these initiatives demonstrate our employees' active involvement and eagerness to contribute to ecosio's growth. The very successful ongoing initiative is the "ecosio pet of the month competition" where we post three pictures of our co-workers' pets and people choose the winner which then is posted on our social media and gets a gift card. Leveraging the capabilities of our new HRMS, we have implemented initiatives that empower remote employees to connect and interact with each other, promoting a strong sense of community.

3. Automated performance review

In our commitment to continuous improvement, we have also automated our performance review process, enabling timely and constructive feedback for our employees. Looking ahead, we have plans to further automate our salary review cycles this year, streamlining the process and ensuring fair and transparent compensation practices.

4. Retention rate

Our retention rate in 2023 stands at an impressive 98.4%, a testament to our efforts in nurturing a supportive and fulfilling workplace and validation of the success of our HR initiatives and the value we place on our people.

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

1. Employer branding video showcasing life at ecosio (Webpage Link 1)
2. Employee voices: interviews with our employees where they share what is like working at ecosio (Webpage Link 2)
3. Relevant Statistics extracted from HiBob validating our achievements mentioned in the application (attached)
4. ecosio approach white paper outlining what we do and what our values are (attached)
5. Instagram page for an insight into daily life (Webpage Link 3)
6. LinkedIn page where we share our small and big achievements (Webpage Link 4)
7. Mission, vision, and values guiding our work (Webpage Link 5)
8. ecosio Career page has colorful pictures of us and some quotes about working at ecosio (Webpage Link 5)

Webpage Link

<https://youtu.be/95qA3ZqrXpw> (<https://youtu.be/95qA3ZqrXpw>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://ecosio.com/en/employee-voices/> (<https://ecosio.com/en/employee-voices/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.instagram.com/ecosiohq> (<https://www.instagram.com/ecosiohq>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.linkedin.com/company/ecosiohq/> (<https://www.linkedin.com/company/ecosiohq/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://ecosio.com/en/vision-mission-and-values/> (<https://ecosio.com/en/vision-mission-and-values/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://ecosio.com/en/careers/> (<https://ecosio.com/en/careers/>)

Would you like to add an additional webpage link?

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/17960/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzk2MCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImlnbm9Relevant%20Statistics%20extracted%20from%20HiBob.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/17961/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzk2MSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImlnbm913_ecosio_building_approach_brand_whitepaper2023-06-26.pdf)

Would you like to add an additional supporting document?

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Terms and Conditions

I Agree