

Nomination: 7190

Talent Forward Program

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 Entek Elektrik
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Talent Forward Program
Category B01 - B59 Achievement > B59 - Most Innovative Talent Management Program
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Throughout its history, Entek has prioritized effective talent management practices to support its growth and maintain a competitive edge in the energy industry. With a clear vision of becoming a leading company in energy, Entek consistently invested in talent development to align its workforce with the evolving needs of the sector. Entek implemented various initiatives under Talent Forward Program to identify and nurture key competencies required for future business models. By focusing on critical thinking, problem-solving, and technical skills, Entek has empowered its employees to adapt to changing market dynamics and drive innovation within the organization. Through feedback sessions, mentoring programs, and development opportunities, individuals receive personalized support to enhance their capabilities and contribute to the company's overall success. The company has consistently ranked first among Koc Group Companies in the Engagement Survey, reflecting high levels of employee satisfaction and commitment. It has also been recognized as the Best Workplace for four consecutive years, receiving the Continuous Excellence Award. Entek has witnessed significant improvements in employee engagement and loyalty scores, underscoring the positive impact of its talent management efforts. The company has also seen notable advancements in critical thinking competencies, positioning its employees as top performers in the industry.
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 - Ranked 1st among Koç Group Companies in the Employee Engagement Survey for three consecutive years. - Recognized as the Best Workplace for four consecutive years and awarded the Continuous Excellence Award in the Best Employers program organized by Kincentric. - Achieved a significant increase in employee engagement score, rising from 62% in 2016 to 87.3% by 2021, representing a 40% improvement. - Demonstrated growth in loyalty scores in the Career and Development category, increasing from 48% in 2016 to 92% in 2021, reflecting a 91% increase. - Significantly improved critical thinking competencies of employees, as evidenced by an increase in the Watson Glaser test result average from 28 out of 40 in 2017 to 33 by 2022. - Positioned employees as the top 20% of the workforce in Turkey based on the Watson Glaser test results, showcasing the development of critical thinking competencies. - Leveraged the Talent Forward Program to foster a culture of continuous development, learning, and agility, promoting employee growth and value creation. - Fostered a new generation work culture that emphasizes creativity, innovation, and horizontal decision-making processes, leading to increased employee satisfaction and impact. - Established a strong partnership with institutions such as Koç University, Harvard Business School and Columbia Business School to provide high-quality training and development opportunities for employees. - Demonstrated commitment to employee development through access to a wide range of training resources.

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

The achievements highlighted above are unique and significant for Entek Elektrik for several reasons.

Being ranked 1st in the Koç Group Employee Engagement Survey for three consecutive years demonstrates the organization's commitment to creating a positive and engaging work environment. This achievement reflects the high level of employee satisfaction and their strong connection to the company's values and goals.

Being recognized as the Best Workplace for four consecutive years and receiving the Continuous Excellence Award showcases the organization's consistent effort to provide an exceptional work experience for its employees.

The significant increase in employee engagement scores and loyalty scores over the years demonstrates the positive impact of the Talent Forward Program on the organization. These improvements indicate that employees feel more motivated, satisfied, and committed to their roles, leading to higher productivity and performance.

The enhancement of critical thinking competencies, as evidenced by the improvement in the Watson Glaser test results, further demonstrates the effectiveness of the organization's talent development initiatives. This growth highlights the organization's investment in developing employees' skills and abilities, positioning them as top performers in their field.

Comparing these achievements to the organization's past performance, it is evident that Entek has made significant strides in talent management. The consistent recognition and improvement in various aspects of employee engagement and development signify a continuous focus on enhancing the employee experience and fostering a culture of growth and excellence.

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

The following presentations are attached as supporting materials for this nomination:

1. Talent Forward Design and Delivery Process: This presentation provides an in-depth overview of the design and delivery process of the Talent Forward program. It outlines the steps taken to identify competencies, determine development areas, and deliver training to employees. This presentation serves as evidence of the systematic approach and strategic planning involved in implementing the Talent Forward program.

2. Talent Forward Outcomes: This presentation showcases the measurable outcomes and achievements of the Talent Forward program at Entek. The presentation demonstrates the positive impact of the Talent Forward program on employee development and overall organizational performance.

3. Talent Forward Presentation: This presentation provides a comprehensive overview of the Talent Forward program, including its objectives, key components, and the benefits it brings to employees and the organization.

These presentations serve as concrete evidence of the effectiveness and success of the Talent Forward program. They provide data, insights, and a detailed understanding of the program's design, outcomes, and impact, reinforcing the claims made throughout this nomination.

Webpage Link

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

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/18251/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxODI1MSwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9cPWw?Talent%20Forward%20Design%20and%20Delivery%20Process.pptx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/18252/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxODI1MiwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9yTalent%20Forward%20Outcomes.pptx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/18253/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxODI1MywiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9k?Talent%20Forward%20Presentation.pptx>)

Would you like to add an additional supporting document?

No

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