

Nomination: 7318

Scalefocus

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 Scalefocus
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Scalefocus
Category B01 - B59 Achievement > B45 - Best Use of Blended Learning
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required For 11 years since its foundation, Scalefocus has become one of Bulgaria's biggest IT companies, successfully recognized for growth and innovation by organizations such as Forbes, Deloitte, Financial Times and Stevie Awards. Bringing together a world-class engineering team and industry expertise, we help businesses navigate the technology maze in Healthcare, Fintech, Insurance, Energy & Utilities, IT, Logistics, E-Commerce, and others, focusing on the North American, European, and Middle East markets. Our intelligently designed solutions result from our constant drive for technology excellence and the experience we've gained from 500+ successfully completed projects in 26 countries for 300+ clients, which include many Fortune 500 companies. Scalefocus has seven delivery locations in Bulgaria, North Macedonia and Türkiye, and a sales office in the USA. Since 2019, it has also launched its IT academy, which develops IT experts for the whole industry for free. Our mission is to provide tailored software solutions and services that empower businesses to grow and innovate; to provide a motivating work environment and opportunities for growth to our colleagues; to share our successes with society and support significant social causes and initiatives; to develop the local IT communities through active sharing of knowledge and experience.
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 At Scalefocus, we have successfully revolutionized learning by harnessing the power of technology while maintaining the value of face-to-face interactions. Blended learning has led to improved results, optimized resource utilization, increased participant satisfaction and personalized learning experiences. Our approach to blended learning encompasses a diverse range of delivery methods, including interactive multimedia, virtual simulations, live workshops, and gamification elements. This tailored approach ensures that each participant receives the most effective and engaging learning experience. Working with various people proficient in different technologies requires flexibility in topic coverage. With 7 delivery offices in 3 countries, it is essential for us to provide equal learning opportunities for everyone without the need for travel or compromising the effectiveness of the learning process. Blended learning has allowed every participant to access our L&D programs regardless of location or circumstances. Our journey started in 2021 with an L&D program for front-line leaders with 50 participants. We successfully blended techniques from online learning with live sessions and practical exercises. Witnessing the tremendous success of this program, we initiated a paradigm shift in our learning concepts and processes. Blended learning offered flexibility to deliver upskilling opportunities multiple times a year, enabling us to meet the needs of numerous colleagues without burdening our resources. Building on this success, in 2022 we enhanced our continued leadership development program – LEAD, with gamification elements to improve engagement. In 2022 we introduced EXPLORE, designed as a blended learning program focused on developing key soft skills for individuals based on their preferences.

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

Scalefocus was one of the first IT companies in Bulgaria to incorporate blended learning turning it into an internal L&D standard. In the past two years, it has yielded very positive results in a remote environment boosting team spirit and establishing communities around various learning topics.

Blended learning was incorporated into the following L&D programs:

LEAD 1.0 – 6 blended sessions. Each topic starts with a series of interactive videos covering the theory and a short quiz. Then a case study is unlocked that requires work within a team. In the end, participants engage in live workshops led by a senior expert providing real business examples. Results:

- 161 participants
- 4.9 /5 overall satisfaction with the program
- 5/5 rating for applicability in the workplace

LEAD 2.0 – 8 blended sessions. After a lecturer presents the theory, participants enter a gamification module for team-based case-solving activities. The follow-up includes a personal action plan and tasks. Results:

- 42 participants, all first-line leaders
- 4.9/5 overall satisfaction with the program
- 4.9/5 rating for applicability in the workplace

EXPLORE – 7 blended sessions. Participation starts with an open forum discussion to share personal experiences. Theoretical learning is self-paced, via videos and short articles. They are followed by two live workshops led by an expert who helps close the theory gap with different workable models from real life, role-playing and simulations. Results:

- 261 participants
- 4.8/5 overall satisfaction with the program
- 5/5 rating for applicability in the workplace

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

Screenshots from the Forum section of the EXPLORE platform. The purpose of the open Forum is to provoke discussions among the participants and to reinforce co-development in the group, exchanging knowledge, ideas and experience. EXPLORE_forum

EXPLORE is a tailor-made program for individual contributors, aiming to develop their leadership potential and professional skills. The attached presentation includes details on the learning framework, program structure and key purposes of the program. EXPLORE_program overview

LEAD is a tailor-made leadership development program designed to inspire and equip the participants with the tools and skills needed to be an effective people manager. The presentation includes information on the program's structure and the blended learning format used to provide a unique experience for the participants and great results. LEAD_program overview

All participants in the LEAD program get equipped first with the program intro. It includes useful information on the program modules, the learning approach and what they can expect from it. LEAD_Program_Intro

LEAD 2.0 is the second level of the development program for leaders at Scalefocus. The program modules are carefully designed to further enhance the managers' leadership skills and experience. The format of the program combines several learning methods, activities and useful tools to ensure an effective learning process and long-term results. Lead 2.0 - Program overview

The Personal Action plan in LEAD 2.0 includes questions for self-reflection aiming at increasing the participant's involvement and self-awareness at the beginning of the program. A sample template is attached. LEAD 2.0 Personal Action Plan

Webpage Link

https://www.linkedin.com/posts/ivan-lyutskanov-a885a8114_one-of-the-most-provoking-and-engaging-training-activity-7047225864714915841-ulY7/
(https://www.linkedin.com/posts/ivan-lyutskanov-a885a8114_one-of-the-most-provoking-and-engaging-training-activity-7047225864714915841-ulY7/)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

https://www.linkedin.com/posts/todor-klasnakov-8ab033102_completing-this-course-has-been-an-incredible-activity-7047203779569434624-2rxE/
(https://www.linkedin.com/posts/todor-klasnakov-8ab033102_completing-this-course-has-been-an-incredible-activity-7047203779569434624-2rxE/)

Would you like to add an additional webpage link?

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Webpage Link 3

https://www.linkedin.com/posts/aleksandartrajanovski_scalefocus-leadership-guide-activity-7003736851358343168-p3gb/
(https://www.linkedin.com/posts/aleksandartrajanovski_scalefocus-leadership-guide-activity-7003736851358343168-p3gb/)

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Web Page Link 4

https://www.linkedin.com/feed/update/urn:li:activity:7003701488090771457/?updateEntityUrn=urn%3Ali%3Afs_feedUpdate%3A%28V2%2Cum%3Ali%3Aactivity%3A7003701488090771457%29
(https://www.linkedin.com/feed/update/urn:li:activity:7003701488090771457/?updateEntityUrn=urn%3Ali%3Afs_feedUpdate%3A%28V2%2Cum%3Ali%3Aactivity%3A7003701488090771457%29)

Would you like to add an additional webpage link?

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Web Page Link 5

<https://orbitalearning.com/scalefocus/> (<https://orbitalearning.com/scalefocus/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://dev.bg/digest/scalefocus-learning-and-development-programs-tsvetan-angelov-interview-dc03/> (<https://dev.bg/digest/scalefocus-learning-and-development-programs-tsvetan-angelov-interview-dc03/>)

Would you like to add an additional webpage link?

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/17941/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzk0MSwiYWxsYXNpdOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9EigCSNzKTFcU42Jow__HuHWEud4APqpQ?EXPLORE_forum.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/17942/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzk0MiwiaWxsYXNpdOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9YBFsIGU-kvswtUrc?EXPLORE_program%20overview.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (https://stevies-sage.secure-platform.com/file/17943/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzk0MiwiaWxsYXNpdOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9qLdKa4gQFVO94qj-DMUB-fp0bENRwLXRg?LEAD_program%20overview.pdf)

Would you like to add an additional supporting document?

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Supporting Document 4

Download File (https://stevies-sage.secure-platform.com/file/17944/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzk0NCwiYWxsYXNpdOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9LEAD_Program_Intro.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (<https://stevies-sage.secure-platform.com/file/17945/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNzk0NSwiYWxsYXNpdOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImInbm9Lead%20.0%20-%20Program%20overview.pdf>)

Would you like to add an additional supporting document?

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Supporting Document 6

Download File (<https://stevies-sage.secure-platform.com/file/17946/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNzk0NiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9yZmkrkegi4fQ-WuWgTpO6RXiujYwviLtdVLY?LEAD%20.0%20Personal%20Action%20Plan.pdf>)

Would you like to add an additional supporting document?

No

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