

Nomination: 7512

## The Rhythm of Teams at Yapı Kredi

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> Yapı Kredi
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> The Rhythm of Teams at Yapı Kredi
<b>Category</b> B01 - B59 Achievement > B23 - Achievement in Managing a Remote Workforce
<b>Achievement Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b> <p>In the past, Yapı Kredi operated on a full office working structure, where employees were expected to be physically present in the office for most of their working hours. However, the adoption of the hybrid working structure introduces a more flexible approach, allowing employees to work remotely for a portion of their workweek while also coming into the office as needed or desired.</p> <p>The new hybrid working structure acknowledges the evolving needs and preferences of employees, as well as the advancements in technology that enable effective remote collaboration. This working structure is designed to strike a balance between remote work and face-to-face collaboration, catering to the specific needs of different job functions and tasks. This approach recognizes that not all roles may be suitable for full-time remote work, and certain activities may benefit from face-to-face interactions. By this hybrid model, Yapı Kredi aims to create a dynamic and adaptable work environment that supports employee needs and enhances organizational performance.</p> <p>More than 31K employees used the hybrid model in last 3 months.</p> <p>Tasks Requiring Instant and Uninterrupted Team Interaction: 2,147</p> <p>Tasks Requiring Planned Team Interaction: 3,478</p> <p>Tasks Requiring Full-Time Office Work: 17,895</p> <p>Individual Tasks That Can Be Completed Remotely: 7,756</p>
<b>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</b> <p>Successful Transition: Yapı Kredi effectively transitioned from a traditional full office working model to a hybrid working structure. The organization managed this transition smoothly, ensuring minimal disruption to operations and maintaining high productivity levels throughout the process.</p> <p>Enhanced Flexibility: The implementation of the hybrid working structure has provided employees with increased flexibility in managing their work arrangements. Employees have the freedom to choose when and where they work, allowing them to adapt their schedules to personal needs and preferences.</p> <p>Improved Work-Life Balance: The introduction of remote work options as part of the hybrid working structure has contributed to improved work-life balance for employees. They have the flexibility to better integrate personal and professional commitments, leading to increased job satisfaction and overall well-being.</p> <p>Maintained Collaboration and Teamwork: Yapı Kredi has successfully fostered collaboration and teamwork despite the hybrid work environment. Through the use of digital collaboration tools, regular team meetings, and project management systems, employees continue to work together seamlessly, ensuring effective communication and knowledge sharing.</p> <p>Employee Satisfaction: The hybrid working structure has positively impacted employee satisfaction levels within the organization. The increased flexibility and autonomy provided by remote work options have contributed to a more engaged and motivated workforce.</p> <p>Cost Optimization: By adopting the hybrid working structure, Yapı Kredi has been able to optimize costs associated with office space and facilities. With a more flexible workforce, the organization has maximized the utilization of office resources while reducing overhead expenses.</p>

**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**

Successful Transition: The seamless transition from a traditional full office working model to a hybrid working structure is a significant achievement. This showcases the organization's ability to adapt to changing circumstances and embrace modern work trends effectively.

Enhanced Flexibility and Autonomy: Yapı Kredi's focus on providing employees with increased flexibility and autonomy sets it apart from others in the industry. By empowering employees to choose their work environment and schedule, the organization fosters a culture of trust, individual empowerment, and work-life balance.

Sustained Collaboration and Teamwork: Yapı Kredi's successful maintenance of collaboration and teamwork in the hybrid work environment demonstrates effective communication and coordination among employees.

Technology Enablement: Yapı Kredi's investment in and utilization of technology to enable smooth remote collaboration signifies a forward-thinking approach. By leveraging digital tools, the organization ensures seamless communication, virtual meetings, and secure data sharing, enhancing productivity and connectivity.

Employee Satisfaction and Performance: The positive impact of the hybrid working structure on employee satisfaction and performance differentiates Yapı Kredi from its industry counterparts. By prioritizing work-life balance, autonomy, and individual needs, the organization fosters higher levels of job satisfaction, engagement, and productivity. This can give YapıKredi a competitive edge in attracting and retaining top talent.

Adaptability and Continuous Improvement: Yapı Kredi's commitment to continuously revising and developing the hybrid working model reflects a proactive approach to meeting evolving needs. This adaptability ensures that the organization remains responsive to changing circumstances and employee feedback, staying ahead of competitors who may be slower to adapt or innovate.

**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**

Outcomes of the New Working Model: This attachment highlights the tangible outcomes and results derived from the implementation of the hybrid working model. This includes employee satisfaction survey and engagement survey results.

The Rhythm of Teams at Yapı Kredi: This attachment provides an in-depth overview of the needs and structure of the new working model. It outlines the specific components of the hybrid working model, such as team unity, employee autonomy, strategy alignment, structural improvements and social interaction. This attachment serves as a supporting document that substantiates the claims made regarding the design and implementation of the hybrid working structure.

**Webpage Link**

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

**Would you like to add an additional webpage link?**

No

**Supporting Document**

Download File ([https://stevies-sage.secure-platform.com/file/18514/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxODUxNCwiYWxsY3dOb3RTaWduZWVcmwiOiJGYWxzZSIImInbM9W\\_Wk33IYIwVWor2AQAtOILVwf3ZF4ybgTL71mL8zk?The%20Rhythm%20of%20Teams%20at%20Yap%C4%B1%20Kredi.pdf](https://stevies-sage.secure-platform.com/file/18514/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxODUxNCwiYWxsY3dOb3RTaWduZWVcmwiOiJGYWxzZSIImInbM9W_Wk33IYIwVWor2AQAtOILVwf3ZF4ybgTL71mL8zk?The%20Rhythm%20of%20Teams%20at%20Yap%C4%B1%20Kredi.pdf))

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 2**

Download File (<https://stevies-sage.secure-platform.com/file/18515/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxODUxNSwiYWxsY3dOb3RTaWduZWVcmwiOiJGYWxzZSIImInbM9rO-QJp97-o?Outcomes%20of%20the%20New%20Working%20Model.pdf>)

**Would you like to add an additional supporting document?**

No

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