

Nomination: 7573

Makati Development Corporation

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 Ayala Land, Inc. - Makati Development Corporation (MDC)
Additional Contacts I would also like to have others receive emails about the disposition of our entries.
Page: Entry Information
Entry Title Makati Development Corporation
Category A01 - A31 Employer of the Year > A20 - Employer of the Year - Industrial
Employer of the Year Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Makati Development Corporation (MDC) is the leading Engineering, Procurement, Construction, and Construction Management (EPCCM) company in the Philippines. MDC is an ISO-certified company, a Quadruple A Platinum-licensed contractor, and a wholly-owned subsidiary of leading Philippine property developer Ayala Land, Inc. MDC's 49-year track record spans close to a thousand completed construction projects in the commercial, residential, industrial, leisure, and infrastructure sectors. MDC maintained its industry leadership in 2022 thanks to a robust project pipeline and a highly-engaged workforce. MDC remained the largest Philippine EPCCM company in terms of revenue and Net Income After Tax (NIAT) generated in 2022, despite the pandemic's impact on the construction industry. MDC currently has a total workforce of 28,945 employees working on 508 projects in pre-construction, construction, and post-construction stages across the Philippines.
b. Outline the organization's employee-relations achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required Facing a ramp-up of construction activities post-pandemic, MDC capitalized on a highly-engaged workforce to pivot from COVID-19 and accelerate business resurgence. MDC refocused its organization by refreshing its Vision, Mission, Operating Principles, and Values to emphasize the importance of accountability, commitment, and excellence. These are being rolled out through communications and engagement programs leading to MDC's 50th anniversary in 2024. MDC strengthened its Employee Value Proposition to create an energizing culture that values diversity, growth, and well-being. MDC continued to vaccinate its employees, workers, and dependents, and rolled-out holistic wellness programs promoting physical, spiritual, and mental health. Together with the enhancement of office facilities, MDC launched "GREATogether" – its Diversity, Equity, and Inclusivity program to foster a safe and productive workplace. MDC Active, the company's employee engagement initiative, rolled out 869 programs to continuously promote fun, camaraderie, and optimism. This includes activities for corporate social responsibility and sustainability. Training and development programs were also intensified to sustain learning and upskilling. Employees logged 207,104 training hours and enrolled in 202 e-learning courses since the start of the pandemic with a total investment worth USD 588K. MDC also implemented 96 digital initiatives to streamline work processes. Recently, MDC became the first construction company in the world to be recommended for the ISO 30414:2018 Certification – a global standard recognizing best human resource management and reporting practices. This, together with other local and global recognitions, represent MDC's commitment to nurture its employees, achieve business strategies, and serve the community.

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 organization's past performance (up to 250 words). Required

Through its People, MDC ended 2022 as the leading construction company in the Philippines based on revenue and number of projects, with USD 778.41M earned and 508 ongoing projects, respectively.

To refocus the organization in support of its strategies, MDC refreshed its VMOP and EVP. The company re-energized employees by implementing 869 virtual and in-person engagement, CSR, and sustainability programs and invested USD 588K in development programs for employees and workers. MDC employees continued to serve communities by assisting 10,018 families and 226 small businesses affected by the pandemic. MDC launched "GREATogether" to promote diversity, equity, and inclusivity and create meaningful change in a male-dominated industry.

MDC continued to care for its employees by implementing holistic wellness programs and workplace enhancements, establishing 8 vaccination centers and inoculating 46,048 employees, workers, and dependents through its in-house medical team.

MDC became the first construction company in the world to be recommended for the ISO 30414:2018 Certification for Human Resource Management. In addition to numerous local and global awards received, MDC also scored high ratings in various employee engagement surveys:

- 96% rating in the 2021 Ayala ENGAGE Survey, consistently higher than its parent company's score and the Philippine Norm
- 100% response rate in the 2023 Ayala ENGAGE Survey (results to be announced)
- 100% response rate and 4.4 out of 5 average rating in the "HR Asia – Best Companies to Work for in the Philippines" TEAM Survey, scoring higher than the Asian Market average of 3.78

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

Webpage Link

Would you like to add an additional webpage link?

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/18739/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxODczOSwiYWxsYXNpdOb3RTaWduZWVcmwiOiJGYWxzZSIsImNm9p_NPSYguzDWcGyqZv9Yaw?ALI-MDC_Employer%20of%20the%20Year%20Entry%20-%20Makati%20Development%20Corporation.pdf)

Would you like to add an additional supporting document?

No

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