

Nomination: 6562

SilverRail's HR team

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

SilverRail Technologies

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

SilverRail's HR team

Category

E01 - E10 Team > E03 - Employee Relations Team of the Year

Team Submission Format

Written Answers

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

SilverRail builds the digital infrastructure for global rail. Founded in 2009, we're on a mission to make rail easy and change the way people move by making greener travel choices. With the looming timeframe of cutting emissions by 45% by 2030, and reaching net zero by 2050, SilverRail is working to build a brighter and greener future.

We're a global team with four offices or 'centres of excellence' across three continents in London, Stockholm, Boston and Brisbane — filled with incredible people.

As the demand for green travel solutions is increasing, so too is SilverRail's headcount—presenting a growing demand for our HR team to go above and beyond. Between March 2022 and March 2023, our global team has grown by 16% to 189.

Over the last 14 years, our HR team has forged a culture that attracts, retains and rewards world-class talent. We're extremely proud of what we've achieved and relish the challenge of uniting a global team around a common force for good.

We're a remote and flexible employer — committed to rewarding excellence, celebrating family life, providing emotional support when tough times get you down, and daring to go against the grain to build a more equitable workplace.

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

SilverRail's HR team is always eager to listen, learn, adapt and implement changes that improve the lives of our team. Despite 100% of employees on Glassdoor saying they would recommend SilverRail to a friend, 100% approving of our CEO, and racking up a whopping 4.9/5 score for 'Culture & Values', a 2021 company-wide satisfaction survey revealed a handful of areas that needed further attention:

- 1) Clearer goal-setting
- 2) Better communication of company updates
- 3) Enhanced training

In the spirit of continuous improvement, our HR team doubled down on these three areas — seeing an 8% increase in employee satisfaction for goal-setting and company updates and a massive 35% surge in training satisfaction in just 1 year.

At SilverRail, we're very proud of our employee perks. Whether it's our progressive leave policy (including menopause leave, menstruation leave and fertility leave) or our Flexa accredited flexi work options and regular seminars covering health, neurodiversity, financial well-being, and sleep, we're constantly looking for ways to enrich our employees' lives, both inside and outside of the workplace.

More recently, we've also introduced two programmes which help to close 'seniority gaps' across the organisation. We believe everyone should have an equal voice and welcome creative ideas, regardless of seniority. Our 'Have Your Say' and 'Catch-up with Exec' initiatives are both designed to create an inclusive and accessible culture that celebrates our shared passion for green travel.

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 past performance (up to 250 words). Required

SilverRail's HR team is committed to delivering bespoke employee experiences to each and every team member. While many employers offer blanket approaches (i.e. a fixed package of perks), we celebrate the diversity of our team and recognise that everyone has a unique set of needs that can't be addressed by a one-size-fits-all approach.

Our recent partnership with Hertility to become the world's fourth ever 'Reproductively Responsible' employer is just one example of how our HR team is breaking the mould to cater to specific employee needs.

Whether it's building inclusivity into our annual team fitness challenge, tailoring L&D opportunities to help individuals follow particular career paths, rewriting the rulebook on flexible working to accommodate for changes in circumstances or running surveys to identify hidden pain points, our HR team goes the extra mile to understand and address personal needs.

For example, our Talent Specialist recently returned from 6 months of paternity leave to welcome his newborn into the world and another team member recently enjoyed a month remote working from Bali. We want our team to thrive inside and outside of the workplace and aren't afraid to go against the grain to make that happen.

Our investment into our Engineering Brand is another example of how we go above and beyond to support our team at an individual level. We're producing regular long-form content that shines a light on amazing engineers, builds their personal portfolios and positions them as thought leaders in their field.

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

- Employee Perks: How SilverRail Goes the extra mile - this blog showcases the bespoke employee experience and the benefits available to our team.

- SilverRailers celebrate World Mental Health Day - this blog shows the importance of mental health and wellbeing at SilverRail and how we encourage an open, supportive culture around being there on our team's good and bad days.

- SRT Engagement Survey Feedback - Feedback given in the company wide satisfaction survey and the improvement made between 2021 to 2022.

- A culture of excellence: How SilverRail learns from Employees blog - Following on from the above, a blog talking through our culture of learning and always improving.

- SilverRail Stepping for a Greener Future - Corporate Social Responsibility and how we work towards a better future for all. We are Stronger Together.

- SilverRail Sponsor's Gateshead Redheugh Under 8's - how SilverRail supports our team's passions both in and outside of work.

- Engineering brand examples of how we support our team by helping to build their own personal brands in the industry:

1) Describing Our Purpose:
How Exactly Does SilverRail's Technology Help Combat Climate Change?

2) Celebrating Emerging Talent:
How Two Climate Research Interns Built a Carbon Calculator to Change Behaviour

3) Showcasing Our Unsung Heroes:
How to Move Fast & Not Break Things

4) Nurturing Thought Leaders:
How Data Drives Companionship Tech

Webpage Link

<https://www.silverrailtech.com/employee-perks/> (<https://www.silverrailtech.com/employee-perks/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.silverrailtech.com/silverrailers-celebrate-world-mental-health-day/> (<https://www.silverrailtech.com/silverrailers-celebrate-world-mental-health-day/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.silverrailtech.com/a-culture-of-excellence-how-silverrail-learns-from-employees/> (<https://www.silverrailtech.com/a-culture-of-excellence-how-silverrail-learns-from-employees/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.silverrailtech.com/silverrail-stepping-for-a-cleaner-future/> (<https://www.silverrailtech.com/silverrail-stepping-for-a-cleaner-future/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.linkedin.com/feed/update/urn:li:activity:7035908233953177601> (<https://www.linkedin.com/feed/update/urn:li:activity:7035908233953177601>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://www.silverrailtech.com/how-exactly-does-silverrails-technology-help-combat-climate-change/> (<https://www.silverrailtech.com/how-exactly-does-silverrails-technology-help-combat-climate-change/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://www.silverrailtech.com/how-two-climate-research-analysts-built-a-carbon-calculator-to-change-behaviour/> (<https://www.silverrailtech.com/how-two-climate-research-analysts-built-a-carbon-calculator-to-change-behaviour/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 8

<https://www.silverrailtech.com/how-to-move-fast-and-not-break-things/> (<https://www.silverrailtech.com/how-to-move-fast-and-not-break-things/>)

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Web Page Link 9

<https://www.linkedin.com/feed/update/urn:li:activity:7041705254383452160> (<https://www.linkedin.com/feed/update/urn:li:activity:7041705254383452160>)

Would you like to add an additional webpage link?

No

Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

Yes

[REDACTED FOR PUBLICATION]

Would you like to add an additional supporting document?

No

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