

Nomination: 6619

Katherine Regnier

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

Coconut Software

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Katherine Regnier

Category

C01 - C16 Individual > C01 - People-Focused CEO of the Year

Individual Submission Format

Written Answers

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

Only 6% of tech companies have a female CEO, and Katherine Regnier is proud to be one of them. Katherine is the CEO and Founder of Coconut Software, a leading Customer Engagement Platform for Financial Institutions. Coconut was ranked #343 on the Deloitte Technology Fast 500™ in 2022 and #121 on the Globe and Mail's 2022 Report on Business Ranking of Canada's Top Growing Companies.

Katherine started Coconut with a \$5K loan – the demand for Coconut's solution grew and in 2016, and since then she has raised over \$40M and experienced 100% growth year over year ending 2022 with 130 employees. Katherine has received the Ravi Maithel Find A Way Award (2018), was featured by StartUp News for her influence in STEM Entrepreneurship after receiving the 2018 Prairies Woman Entrepreneur Award. She received the 2020 Celebration of Achievement Award, was selected for Google for Startups Accelerator for Women Founders (2020) and the 2020 Women in Tech Silicon Valley Program.

Katherine has created an environment of transparency and trust, with a heart for giving back and community building. Coconut's people recognize this through her phenomenal CEO rating of 96% on Glassdoor and employee eNPS of 88 (97% response rate).

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

Katherine led the way in piloting a 4-Day Work Week program across Coconut in response to the impact that Covid19 had on employees. She wanted our people to be able to bring their whole selves to work and realized how important it was to give them the space and time to create more work-life balance. Coconut officially launched the 4-Day Work Week program ("Cabana Days") in 2022, with no change to salary, benefits, or vacation accrual. Katherine saw no change in productivity and an increase in overall employee wellbeing and happiness, and also resolved to improve our group benefits plan by increasing coverage, becoming 100% employer paid, and devoting \$1K annually per employee for Health & Wellness Spending accounts.

Katherine developed a first-in-class leadership team that works hard to create equity, safety, and transparency at Coconut. **REDACTED FOR PUBLICATION** With Katherine's leadership, we've been recognized as a Great Place to Work Canada, ranking as the #8 Best Workplace in 2022 and #4 in 2023. Katherine believes in being an industry leader, and that the experience we deliver to our customers does not come at the expense of our employees well-being or work-life balance. Our people spoke for themselves in our Annual Crew Engagement Survey, returning an astounding eNPS of 88 with a 97% response rate from the team. This sentiment is echoed on Glassdoor with a 4.8 star Company Rating and 96% CEO Approval rating.

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

In a remote workforce, it can be a true challenge to connect with employees in a meaningful way that is valuable to them. Katherine's high CEO approval rating shows that the team truly understands and values the time and effort that she puts into spearheading programs that create stronger work-life balance and enables bringing your whole self to work. In addition to being the driving force behind the 4DWW, Katherine is an empathetic and transparent CEO who believes that keeping employees informed and being honest with them creates an environment where people are safe and respected. She achieves this through regular All Hands Meetings, which the whole company attends and through which she often delivers information that impacts the team. She also encourages asking (or submitting) questions for her to respond to in the full team environment. Katherine isn't only transparent with good news - she doesn't shy away from tough conversations and knows that acting with honesty and empathy makes us all better. At Coconut, we win together and lose together. Even throughout our rapid growth over the last 2 years (50 to 130 employees), Katherine continues to take the time to meet with all new employees, regardless of position in the organization. Katherine truly embodies Coconut's values - Collaboration, Honesty, Empathy, Elevating, Respecting, and Sharing (C.H.E.E.R.S!) - and consistently inspires all employees at Coconut to reinforce those values daily with one another, with our customers, and with our communities.

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

Supporting links below provide reference to and evidence of the following

- Katherine receiving the Ravi Maithel Find A Way Award (2018)
- feature by StartUp News for Katherine's influence in STEM Entrepreneurship
- Katherine receiving the 2018 Prairies Woman Entrepreneur Award
- Katherine receiving the 2020 Celebration of Achievement Award
- Selection for Google for Startups Accelerator for Women Founders (2020)
- Selection for 2020 Women in Tech Silicon Valley Program
- #343 ranking on the Deloitte Technology Fast 500™ in 2022
- #121 ranking on the Globe and Mail's 2022 Report on Business Ranking of Canada's Top Growing Companies.
- Glassdoor rating (company & CEO)
- Leadership website page
- Benefits, Values & Culture website page
- Information on Coconut Cabana Days, our version of the 4 day work week
- Great Place to Work certification, awards & lists

Webpage Link

<https://www.coconutsoftware.com/blog/prairies-startup-canada-award/>
(<https://www.coconutsoftware.com/blog/prairies-startup-canada-award/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.coconutsoftware.com/blog/katherine-regnier-a-role-model-for-women-in-stem-entrepreneurship/>
(<https://www.coconutsoftware.com/blog/katherine-regnier-a-role-model-for-women-in-stem-entrepreneurship/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.coconutsoftware.com/blog/katherine-regnier-to-receive-2020-wesk-celebration-of-achievement-award/>
(<https://www.coconutsoftware.com/blog/katherine-regnier-to-receive-2020-wesk-celebration-of-achievement-award/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.coconutsoftware.com/blog/coconut-software-selected-google-startups-accelerator-for-women-founders/>
(<https://www.coconutsoftware.com/blog/coconut-software-selected-google-startups-accelerator-for-women-founders/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.coconutsoftware.com/blog/katherine-regnier-wins-find-a-way/>
(<https://www.coconutsoftware.com/blog/katherine-regnier-wins-find-a-way/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://www.coconutsoftware.com/blog/2020-women-tech-silicon-valley-program/>
(<https://www.coconutsoftware.com/blog/2020-women-tech-silicon-valley-program/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://www.coconutsoftware.com/leadership-team/> (<https://www.coconutsoftware.com/leadership-team/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 8

https://www.glassdoor.com/Overview/Working-at-Coconut-Software-EI_IE1821886.11,27.htm
(https://www.glassdoor.com/Overview/Working-at-Coconut-Software-EI_IE1821886.11,27.htm)

Would you like to add an additional webpage link?

Yes

Web Page Link 9

<https://www.greatplacetowork.ca/en/best-workplaces/best-workplaces-in-canada-2023-50-99-employees-gptw>
(<https://www.greatplacetowork.ca/en/best-workplaces/best-workplaces-in-canada-2023-50-99-employees-gptw>)

Would you like to add an additional webpage link?

Yes

Web Page Link 10

<https://www.coconutsoftware.com/blog/cabana-days-four-day-work-week/>
(<https://www.coconutsoftware.com/blog/cabana-days-four-day-work-week/>)

Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition. (<https://stevies-sage.secure-platform.com/a/page/enter/Rules-terms>)

Terms and Conditions

I Agree