

Nomination: 7017

Elevating our Employee Recognition: Saint-Gobain North America's Trust, Empowerment and Collaboration Recognition Program

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 Saint-Gobain North America
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Elevating our Employee Recognition: Saint-Gobain North America's Trust, Empowerment and Collaboration Recognition Program
Category B01 - B59 Achievement > B39 - Best Reward & Recognition Strategy
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required A worldwide leader in light and sustainable construction, Saint-Gobain designs, manufactures, and distributes materials and services for the construction and industrial markets. Its integrated solutions for the renovation and new construction of public and private buildings, and the decarbonization of construction and industry are developed through continuous innovation and provide sustainability and performance. <ul style="list-style-type: none">• €51.2 billion in sales in 2022• 168,000 employees, located in 75 countries• Committed to achieving Carbon Neutrality by 2050 Saint-Gobain North America (SGNA) has been enhancing the well-being of people everywhere for decades, whether it's by addressing climate change, delivering sustainable solutions for the built environment, advancing the information revolution, enabling life-changing and life-saving applications, or playing a vital role in space exploration. Saint-Gobain in North America <ul style="list-style-type: none">• \$10 billion in sales in 2022• 145 manufacturing locations• 18,000 employees across the US and Canada
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 The employees of Saint-Gobain North America (SGNA) are the heart of the company. In 2022, as part of a reinvigoration of its Employee Value Proposition, SGNA initiated its "Trust, Empowerment, and Collaboration" (TEC) Recognition program, to honor colleagues, nominated by peers, who bring Saint-Gobain's employee culture to life in the workplace. With the categories of "Trust," "Empowerment," and "Collaboration," employees at all levels of the organization could nominate colleagues whose actions have shown exceptional commitment to Saint-Gobain's mission, values and purpose. Nominees included those who demonstrated genuine care for people, fostered an inclusive culture, and created conditions for teams to innovate. Socialized through an integrated communications campaign including Saint-Gobain's internal newsletter, town hall meetings, and through an online nomination portal, the program received over 290 nominations in its first year and awarded 4 top prizes (1 for each category, plus an overall grand prize) based on a rigorous, blind evaluation process conducted by an employee review committee. All grand prize candidates were invited to a gala hosted as part of the company's annual meeting, and winners were honored on stage by Global CEO Benoit Bazin, North America CEO Mark Rayfield, and the CEO, High Performance Solutions David Molho. With a successful inaugural year, the TEC Recognition Program and Gala will become an annual event hosted by the company's leaders to honor those employees who are creating a workplace environment aligned with Saint-Gobain's culture of Trust, Empowerment & Collaboration and the Purpose --- To Make the World a Better Home.

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

The TEC Recognition Program is a direct result of the company's Grow & Impact strategy, to better position the organization as a place for personal and professional growth. The employee experience is evaluated annually by a direct employee engagement survey, where all employees have an opportunity to provide feedback on what must be done to attract and retain talent and create a welcoming workplace environment.

A key finding from this direct engagement was the need for greater employee recognition for positive contributions. In a 2022 survey conducted by Zippia, it was found that strong employee recognition programs reduce turnover by 31% and employees who are recognized are six times more likely to stay at their jobs. While a peer recognition program existed prior to the TEC Program, findings showed it was ineffective, and employees did not have necessary knowledge to engage. By establishing the TEC Recognition Program, SGNA aimed to address this issue directly and create conditions where everyone feels valued and sees how every day actions contribute to a positive workplace culture. Through intensive internal communications and planning, the company has created a high-profile program, open to everyone, where accomplishments are recognized by peers, colleagues and company leaders.

With the inaugural TEC Recognition Gala complete, engagement with employees will continue and collected data and feedback analyzed to assess the effectiveness of this program. The program in North America has received global recognition within Saint-Gobain and has become a standard in the region with plans to facilitate employee nominations annually.

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

1 Zippia survey reference: <https://www.zippia.com/advice/employee-recognition-statistics/>

The supporting documents contained in this submission give you an overview of Saint-Gobain's global Trust, Empowerment and Collaboration culture and how Saint-Gobain North America has harnessed this culture to create an exemplary employee recognition program that shows how the company values its people. The YouTube video link below, gives an overview of our global company's Trust, Empowerment, Collaboration culture,

This submission also provides examples of visuals the company used to promote and raise awareness of the TEC Recognition program internally and our definition of "Trust," "Empowerment" and "Collaboration" in order to drive nominations and make the program a success.

A timeline of project implementation and roll-out has been submitted to give judges a sense of the planning involved in making the program a success and social media posts have been included to show how the company recognized winners externally.

Webpage Link

<https://www.facebook.com/watch/?v=1276114203118684> (<https://www.facebook.com/watch/?v=1276114203118684>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.linkedin.com/feed/update/urn:li:ugcPost:7031257391895572483/> (<https://www.linkedin.com/feed/update/urn:li:ugcPost:7031257391895572483/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://twitter.com/SaintGobainNA/status/1625491683159990273> (<https://twitter.com/SaintGobainNA/status/1625491683159990273>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

https://www.youtube.com/watch?v=Yi1K_ofHYYI (https://www.youtube.com/watch?v=Yi1K_ofHYYI)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://youtu.be/tlqs21J3t80> (<https://youtu.be/tlqs21J3t80>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://youtu.be/mkJWakRGKxU> (<https://youtu.be/mkJWakRGKxU>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://youtu.be/9reZ5ih0HYg> (<https://youtu.be/9reZ5ih0HYg>)

Would you like to add an additional webpage link?

Yes

Web Page Link 8

<https://www.youtube.com/watch?v=GjrwidZfLSk> (<https://www.youtube.com/watch?v=GjrwidZfLSk>)

Would you like to add an additional webpage link?

Yes

Web Page Link 9

<https://www.zippia.com/advice/employee-recognition-statistics/> (<https://www.zippia.com/advice/employee-recognition-statistics/>)

Would you like to add an additional webpage link?

Supporting Document

[REDACTED]

Would you like to add an additional supporting document?

Yes

Supporting Document 2

[REDACTED]
REDACTED FOR PUBLICATION

Would you like to add an additional supporting document?

Yes

Supporting Document 3

[REDACTED]

Would you like to add an additional supporting document?

No

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