

Nomination: 7022

Magda Dexter

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 Magda Dexter
Category C01 - C16 Individual > C05 - Human Resources Executive of the Year
Individual Submission Format Written Answers

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

In her nearly 17 years with Saint-Gobain, Magda Dexter has served the company in multiple countries in roles of increasing responsibility, starting as a Customer Service Assistant in 2006 and today holding the title of Senior Vice President for Communications and Human Resources for Saint-Gobain North America. Her experience with the company includes positions in Sales, Human Resources, Communications, and Customer Experience in the United Kingdom before moving to the United States in 2019 to lead Customer Experience and Strategic Enablement.

In her current role of Senior VP of Communications and Human Resources, Magda leads all functions of internal and external communications and human resources for Saint-Gobain North America, a team of over 100 individuals. In this role, Magda strives to design and implement an employee-centric culture by deeply understanding her employee's journey and working to attract and retain the best talent, which includes spearheading an initiative to reinvigorate the company's Employee Value Proposition in 2022.

As a senior leader at Saint-Gobain, a global company of over 168,000 employees in 75 countries, Magda is a change agent for an industrial manufacturing industry that is ready to advance and welcome new and diverse talent and perspectives.

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

Within her first three years in North America, Magda has led several initiatives to better the lives of SGNA employees and create a safe and vibrant workplace built upon the company's culture of trust, empowerment and collaboration (TEC). For example, in 2022, Magda led efforts to reinvigorate the company's Employee Value Proposition, a strategic initiative to better position the company as a place for personal and professional growth. This was accomplished through an extensive discovery process and outcomes directly influenced the design of a TEC Recognition Program to ensure company employees receive well-deserved recognition for their contributions to the company's purpose --- To Make the World a Better Home.

In addition, Magda recognizes the importance of health for all employees and has implemented several new benefits to ensure the SGNA team can prioritize well-being, such as hybrid and flexible work schedules, an enhanced vacation policy and enhanced medical benefits. Given the current mental health crisis in the United States, further exacerbated by COVID, the company, under Magda's leadership, implemented a new benefit at the beginning of 2023 reducing employee coinsurance for outpatient mental health visits to 0% – removing the financial burden to care. Magda has also shown her commitment to diversity, equity and inclusion in action. After direct employee feedback, Magda led efforts to expand the company's health benefits to include domestic partners, regardless of gender; improvement of fertility benefits to include additional IVF and hormonal treatments; and enhancement of gender reassignment services.

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

To meet the company's purpose, To Make the World a Better Home, employees must have a safe, comfortable workplace, and through her leadership, flexibility, and drive Magda has been successful at creating conditions at Saint-Gobain where all can thrive. While the market has struggled with The Great Resignation, Saint-Gobain North America (SGNA) has seen a substantial decrease in employee turnover over the last few years.

Magda's accomplishments can be seen through improved results in Saint-Gobain's annual employee survey: SGNA scored higher than industry average in several categories, including an engaging workforce culture, the company as an empowering organization, and the workplace as a positive and collaborative work environment.

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Under Magda's leadership, the company has seen statistically significant increases in several categories, including respect for all backgrounds in the workplace, good working conditions, and the creation of a positive work atmosphere. Externally her achievement has been noted through the company's 8th straight Top Employer certification, inclusion in Bloomberg's Corporate Equality Index and other awards.

Many programs Magda has directed lead the way in the manufacturing industry, such as SGNA's commitment to mental health. Magda's current work to prioritize diversity, equity and inclusion and to attract women to the company through partnerships like the Manufacturing Institute's Women Make America program are helping to create a more equitable manufacturing workforce of tomorrow.

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

The supporting documents included in this submission represent examples of the work and accomplishments of Magda Dexter during her time with Saint-Gobain North America.

These documents include:

- An overview video of the Trust, Empowerment and Collaboration Recognition Program spearheaded by Magda as part of the results of a reinigorated Employee Value Proposition.

- A link to the Manufacturing Institute's Women Make America Program- a partnership which Magda leads to encourage greater diversity, equity and inclusion in manufacturing and attracting more women to the industry.

-A link to Saint-Gobain North America's Benefits Page, where judges can see the competitive and leading benefits offered by the company under Magda's leadership.

-links to several SGNA press releases on external awards to give more context on recognition received by the company in HR categories.

-A link to an article on Magda's recent speaking engagement where she detailed the importance of Second Chance Hiring and her commitment to this practice at Saint-Gobain North America.

Webpage Link

<https://www.youtube.com/watch?v=CsUCGO51Cw0> (<https://www.youtube.com/watch?v=CsUCGO51Cw0>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.themanufacturinginstitute.org/women/wma/> (<https://www.themanufacturinginstitute.org/women/wma/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.saint-gobain-northamerica.com/careers/great-place-work/total-rewards> (<https://www.saint-gobain-northamerica.com/careers/great-place-work/total-rewards>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.nam.org/how-manufacturers-should-pursue-second-chance-hiring-20509/> (<https://www.nam.org/how-manufacturers-should-pursue-second-chance-hiring-20509/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-north-america-recognized-ceo-world-awards-its-efforts> (<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-north-america-recognized-ceo-world-awards-its-efforts>)

Would you like to add an additional webpage link?

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Web Page Link 6

<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-certified-global-top-employer-eighth-consecutive-year> (<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-certified-global-top-employer-eighth-consecutive-year>)

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Web Page Link 7

<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-honored-three-stevie-awards-21st-annual-american> (<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-honored-three-stevie-awards-21st-annual-american>)

Would you like to add an additional webpage link?

Yes

Web Page Link 8

<https://www.saint-gobain.com/en/news/saint-gobain-again-bloomberg-gender-equality-index#:~:text=Being%20listed%20in%20the%20Gender,compared%20to%2027.2%25%20in%202022.>
(<https://www.saint-gobain.com/en/news/saint-gobain-again-bloomberg-gender-equality-index#:~:text=Being%20listed%20in%20the%20Gender,compared%20to%2027.2%25%20in%202022.>)

Would you like to add an additional webpage link?

Yes

Web Page Link 9

<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-earns-90-out-100-score-human-rights-campaign-foundation> (<https://www.saint-gobain-northamerica.com/company/newsroom/news-releases/saint-gobain-earns-90-out-100-score-human-rights-campaign-foundation>)

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Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

No

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