

Nomination: 7789

Apexon - Best Performance management - Experience | Empowerment | Enthusiasm

**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**

Apexon

**Additional Contacts**

I do not wish to list additional contacts

**Page: Entry Information**

**Entry Title**

Apexon - Best Performance management - Experience | Empowerment | Enthusiasm

**Category**

B01 - B64 Achievement > B30 - Achievement in Performance Management

**Achievement Submission Format**

Written Answers

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

Apexon is a digital-first technology services firm that brings together distinct core competencies – in AI, analytics, app development, cloud, commerce, CX, data, DevOps, IoT, mobile, quality engineering and UX to help businesses capitalize on the unlimited opportunities digital offers. Backed by Goldman Sachs Asset Management and Everstone Capital, Apexon now has a global presence of 15 offices across 4 continents.

In 2020, Goldman Sachs Asset Management's acquisition marked the start of a transformative journey. Subsequent acquisitions of Saggezza and Gathi Analytics in 2021, along with mergers involving Apexon and Adapty, accelerated this change. These processes concluded in March 2022, leading to the integration of One Apexon in April 2022.

Apexon recognized the need for a consistent, transparent, and effective performance management system across its global operations in the wake of its Merger & Acquisition across 5 entities.

To address inconsistencies in goal setting, review cycles, rating scales, and linkages to compensation and career growth, Apexon implemented a comprehensive new approach aligning individual performance with organizational objectives. The Focus was on adopting the Performance Management process in its major market – North America, encompassing employees at client sites across 44 different states who contribute to 90% of the revenue

**b. Outline the team's or organization's achievements since the beginning of 2022 that you wish to bring to the judges' attention (up to 250 words). Required**

Apexon set out to establish a customized performance management process that would align with the company's talent management strategy and support improved employee performance and positive organizational outcomes.

**Leveraging Technology:**

- Apexon's strategic implementation of ENGAGE, a dedicated performance management tool, cuts down manual processes, heightens precision, and enhances the overall user experience, transforming data into actionable insights.

**Standardization Across the Board:**

- Uniformity in performance management across all entities and geographies at Apexon guarantees transparency and equitability, aligning closely with the firm's comprehensive talent strategy.

**Focusing on Performance Linkages:**

- Apexon emphasizes the interconnection of performance management with compensation, rewards, and development, forging a holistic, rewarding employee journey.

**Differentiating by Employee Groups:**

- Acknowledging workforce diversity, Apexon's performance management system is customized for distinct employee groups, ensuring relevant and meaningful evaluation for all.

**Feedback-based Culture:**

- With a firm belief in real-time feedback, Apexon fosters a culture of open communication and continuous development, emphasizing regular, constructive dialogue for ongoing employee growth.

**Inculcating Behavioral Competencies:**

- Beyond technical prowess, Apexon evaluates behavioral competencies, offering a comprehensive perspective on each employee's contribution and reinforcing a robust, values-centric organizational ethos.

These strategic initiatives have enabled Apexon to create a motivated, productive, and loyal workforce, as evidenced by the company's Great Place to Work certification, with 76% of employees saying it is a great place to work (compared to 57% at a typical U.S. company).

**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**

Apexon's achievements in Performance Management since 2022 are unique and significant for several reasons:

**Cultural Shift and Adaptability:**

- Unlike many industry players struggling with change, Apexon successfully navigated a cultural shift by transitioning from a fragmented to a unified performance system, overcoming resistance effectively than peers and past practices.

**Standardization as a Benchmark:**

- Apexon's standardization of performance management set it apart from competitors and previous internal inconsistencies, achieving a level of uniformity that became a new benchmark for alignment in the industry.

**Holistic Integration:**

- Progressed beyond the industry norm of siloed HR functions, fully integrating performance management with other talent processes and leveraging technology, outperforming both its past approach for improved transparency, communication & talent management, setting it apart from industry peers who may not fully embrace such advancements.

Compared to industry peers, Apexon's commitment to a holistic engagement strategy is evidenced by:

**Adoption and alignment across U.S. Geographies**

- Achieved a remarkable 86% OKR integration rate increasing 2% in Performance Management driver in Apexon's Internal Employee Engagement score.

**Superior Employee Engagement Scores**

- 15% surge in Great Place to Work® scores, reflecting a culture that outshines peers.

**Reduction in Voluntary Turnover**

- The focused efforts on creating an inclusive and supportive workplace resulted in a 17% reduction in voluntary turnover, outperforming industry norms.

**Enhanced Performance and Innovation**

- Apexon saw a twofold increase in Client NPS (from 24 to 50) and a 14-point increase in Employee NPS measured via Amber , suggesting better alignment with organizational goals and more meaningful work, leading to improved productivity and innovation.

**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**

File Name PDF - Stevie Awards- B30 Best Performance Management - Apexon- Supporting document

**Webpage Link**

<https://www.greatplacetowork.com/certified-company/1204874> (<https://www.greatplacetowork.com/certified-company/1204874>)

**Would you like to add an additional webpage link?**

No

**Supporting Document**

Download File (<https://stevies-sage.secure-platform.com/file/19353/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUkiOiJjOTM1MywiYWxsYXN0b3RtaWduZWRVcmwiOiJGYWxzZSI6ImInbm9Stevie%20Awards-%20B30%20Best%20Performance%20Management%20-%20Apexon-%20Supporting%20document.pdf>)

**Would you like to add an additional supporting document?**

No

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