

Nomination: 8085

ecosio

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

ecosio

Additional Contacts

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

Page: Entry Information

Entry Title

ecosio

Category

B01 - B64 Achievement > B27 - Achievement in Managing a Remote Workforce

Achievement Submission Format

Written Answers

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

ecosio's journey began back in 2012 with a commitment to make B2B integration simple and accessible for everyone. Despite the significant challenges posed by the 2020 pandemic, ecosio achieved sustainable growth worldwide while consistently meeting primary objectives.

Since 2021, ecosio's primary focus has been on expanding our remote team internationally. ecosio scaled from a small team of fewer than 10 people in Austria in 2012 to a diverse and talented workforce of over 130 employees spanning 9 countries in 2024. Furthermore, the company leveraged this challenge to facilitate the automation of communication across entire supply chains.

Our slogan, "Connections That Work", refers not only to the technical connections we provide for our clients, but also to the personal connections we build with customers and colleagues. Just like a successful sports team, we recognise the importance of having the right employees in the right roles, as this is crucial to fostering a culture of growth and well-being. Amidst a remote-first environment, our HR initiatives prioritise employee wellness and work-life balance, reinforcing our dedication to our team's success and fulfilment.

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

The wellbeing of our employees is paramount at ecosio. We offer flexible working and support those pursuing further studies or personal development goals. We also organise regular events, activities and surprises for employees. Our open corporate culture and flat hierarchies encourage questions, ideas and discussions, ensuring every voice is heard. This commitment to diversity is mirrored in our remote-friendly approach. Employees (AKA "ecosians") are able to work from wherever they choose, be that the office, their kitchen table or a holiday home.

Our remote-first strategy embraces flexibility, enabling ecosians to balance work and personal life according to their individual needs. This approach has allowed all ecosians the freedom to choose their work environment, fostering a diverse and inclusive culture. Our efforts have been recognised through positive employee feedback, demonstrating high levels of satisfaction and engagement across our workforce.

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

Earlier this year, our People & Culture team conducted a remote experience survey to assess employee satisfaction. The results were positive, showing no significant differences in key areas between departments or between fully remote employees and those working from our Vienna HQ. Employees rated our flexible work policies an impressive 6.26 out of 7, highlighting the ability to fit work around personal priorities like looking after kids or just getting some more sleep in the mornings.

Integration and community are strong, with remote employees feeling just as connected as those in the office. Regular virtual and face-to-face events (such as the company's recent trip to Valencia), along with opportunities to visit the Vienna HQ, reinforce this connection. Knowledge sharing is a cornerstone at ecosio, with employees rating it 5.32 out of 7, above industry averages (although we aim to improve further).

The survey also revealed that employees feel supported by managers and colleagues, and are consequently confident in making decisions and taking initiative. These achievements underscore our success in managing a remote workforce, setting us apart in our industry by maintaining high engagement, satisfaction, and a strong sense of community among a geographically dispersed team.

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. Remote experience – findings based on conducted survey
2. CSR strategy overview
3. Kununu ranking (employer comparison portal in DACH)
4. Weblink 1: "Life at ecosio" LinkedIn page
5. Weblink 2: Employee voices - interviews with our employees where they share what is like working at ecosio
6. Weblink 3: Instagram page for an insight into daily life at ecosio (e.g. Valencia trip, Christmas party or Pet of the Months competition)

Webpage Link

<https://www.linkedin.com/company/ecosiohq/life/what-makes-us-tick/?viewAsMember=true> (<https://www.linkedin.com/company/ecosiohq/life/what-makes-us-tick/?viewAsMember=true>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://ecosio.com/en/employee-voices/> (<https://ecosio.com/en/employee-voices/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.instagram.com/ecosiohq/> (<https://www.instagram.com/ecosiohq/>)

Would you like to add an additional webpage link?

Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (https://stevies-sage.secure-platform.com/file/19865/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg2NSwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9iCmI?Stevie_Awards_CSR_Strategy_Overview_ecosio_2024.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

No File Uploaded

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (<https://stevies-sage.secure-platform.com/file/19867/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg2NywiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9iCmI?Example%20-%20Remote%20Experience%202024%20-%20survey%20results.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (https://stevies-sage.secure-platform.com/file/19868/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxOTg2OCwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9iCmI?Kununu_Overview_2024.pdf)

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