

Nomination: 8257

Internal Training Program at SOCAR Türkiye

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

SOCAR Türkiye

Additional Contacts

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

Page: Entry Information

Entry Title

Internal Training Program at SOCAR Türkiye

Category

B01 - B64 Achievement > B42 - Best Learning & Development Strategy

Achievement Submission Format

Written Answers

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

Founded in 1992, Azerbaijan State Oil Company SOCAR is Turkey's largest integrated industrial group operating in the petrochemical, refining, natural gas trading, transmission, distribution, energy and fiber technologies sectors. There are a total of 5,570 employees in SOCAR Turkey. SOCAR put the Baku-Tbilisi-Ceyhan Main Oil Pipeline into service in 2006. Strategic investments made in Turkey since 2008, including the acquisition of PETKIM, make PETKIM one of the largest production centers in Europe. In 2012, the Trans-Anatolian Natural Gas Pipeline Project (TANAP) was signed to meet Turkey's natural gas needs. STAR Refinery was awarded the "Best Refinery Financing Agreement of the Year" award by Project Finance International and Infrastructure Journal in 2015, and was chosen as the best refinery of 2015 worldwide by the readers of Hydrocarbon Processing magazine. It was entitled to receive the R&D center certificate in 2019. SOCAR Türkiye received the 'Reputation of the Year Award' in the field of energy at The ONE Awards Integrated Marketing Awards in 2020. Petkim was the only company from Turkey selected for the World Economy Competition. Forum's (WEF) 'Global Lighthouse Network' in 2020. SOCAR continues its activities on a global scale through its representatives in 13 different countries.

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

As we shared in detail in the first question, SOCAR Turkey has different business units in different locations. We have approximately 5,200 employees in our regions where we have important business lines such as refinery, petrochemicals and storage, and general directorate. Since there is very specific information and processes, there are very few training companies in the world where we can get this technical information to develop our employees. We had both technical and non-technical training needs, and diversity has the advantage of maturing the organization's development focus towards upskilling and reskilling. We were struggling to find suppliers, especially for the training we needed to support the technical development of our employees, and the training fees were quite high. In addition, some of the trainings we outsourced were very theoretical and we could face some difficulties or differences in the field when applying them. Some of our employees had very strong technical competence. By implementing an internal training system in our company, we aimed to disseminate expertise within the company, create an environment for sharing experience, develop a culture of learning from each other and increase corporate know-how. With the support and follow-up of our CEO, we organized 102 trainings with different contents with a total of 107 internal trainers and 1645 employees requested to participate in them.

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

We have developed applications that make a difference within the scope of the Internal Trainer Training program. Below you can briefly see the distinguishing points of the program we implement;

Training Program: We wanted to prepare our internal trainer candidates, who are technically very strong and good field workers, for the process of providing training like a professional trainer. We designed the development program to meet emerging needs and focused on digital learning for the digital world at the heart of the program. In addition, we continue to develop our experienced internal trainers with different trainings focused on continuous development.

Corporate Know-How: Each of our instructors contributes to the memory of the institution by preparing training materials in accordance with the standards of our institution.

Selection and Evaluation: We spend a long time listening to the presentations of everyone who applies through our announcement. In this process, where hundreds of our employees apply, we give priority to people with high educational skills.

Ceremony: We organize a special certificate ceremony for our internal trainers who embark on a long-term training journey, and we give them various awards at this ceremony.

Best Practice Award: The internal training program, which contributed to our company in many ways, also provided many financial benefits. The project, which received the approval of our financial control annex with the evidence we presented, has been appreciated and rewarded by our Senior Management by generating a profit of 850,783 USD so far.

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

Our supporting materials provide a solid foundation for the arguments we have presented throughout our candidacy. These materials include surveys, statistics, reports to strengthen our arguments and support our claims more clearly and concretely, emphasizing that our candidacy is based on a strong foundation. All evidence documents are included in the annex for your review.

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/21336/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTMzNiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImNm91-20Photos%20From%20our%20Trainings.mp4>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/21337/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTMzNywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImNm92-20Internal%20Training%20Data.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/21338/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTMzOCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImNm93-20Internal%20Trainer%20Application%20Process.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 4

Download File (<https://stevies-sage.secure-platform.com/file/21382/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTM4MiwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImNm94-20Internal%20Trainer%20Graduation%20.mp4>)

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (<https://stevies-sage.secure-platform.com/file/21340/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTM0MCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImNm95cQqGrYqftOXdCLCy8pKS13Nf4?5-20Best%20Practices-20Internal%20Training.xlsx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 6

Download File (<https://stevies-sage.secure-platform.com/file/21341/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTM0MSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImNm96-20Training%20Documents.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 7

Download File (<https://stevies-sage.secure-platform.com/file/21383/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTM4MywiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6ImNm97-20Internal%20Training%20Feedback%20from%20Trainers%20.mp4>)

Would you like to add an additional supporting document?

Yes

Supporting Document 8

Download File (<https://stevies-sage.secure-platform.com/file/21343/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTM0MywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm98-%20Candidate%20Evaluation%20form.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 9

Download File (<https://stevies-sage.secure-platform.com/file/21344/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTM0NCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9MAu9exY4YRCQm9DqR0KOUiQE4OYsYFdcUF3J70?9-%20Internal%20Training%20Program%20Certificate%20.png>)

Would you like to add an additional supporting document?

Yes

Supporting Document 10

Download File (https://stevies-sage.secure-platform.com/file/21345/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTM0NSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIImInbm9bt6ee8q_sIZo?10-%20Internal%20Trainer%20Development%20Program%20Feedback.pdf)

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