

Nomination: 8373

DHL Global Forwarding, Freight

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

DHL Global Forwarding, Freight

Additional Contacts

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

Page: Entry Information

Entry Title

DHL Global Forwarding, Freight

Category

A01 - A31 Employer of the Year > A29 - Employer of the Year - Transportation

Employer of the Year Submission Format

Written Answers

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

The Freight Forwarding experts since 1815. DHL Global Forwarding, Freight (DGFF) is part of DHL Group with more than 47,000 Freight Forwarding Experts in more than 101 countries around the world. Our air, ocean and overland freight forwarding services include standardized transport as well as multimodal and sector-specific solutions, together with individualized industrial projects.

Being the Employer of Choice allows well-being to be at our core. Employee Engagement at DGFF looks into the way employees feel passionate about their jobs and are committed to the organization. Employee engagement includes recognition, appreciation, well-being, Diversity & Inclusion, volunteering and feedback.

Our Culture at DGFF is driven by our values: Passion, Entrepreneurship, Excellence and Teamwork. These guide how we work together with our colleagues, Customers and business partners on a daily basis.

We have come a long way as organization: In 2014 we went through a hard time in terms of financial performance, and we lost the focus on our employees. Since then, we have developed programs and initiatives focused on creating a strong culture and common values which took our Employee Opinion Survey results on Employee Engagement from 70% in 2014 to 87% in 2023.

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

We are very proud of a long list of tangible achievements which demonstrate our respect & results culture: We cover currently more than 90% of our headcount with Top Employer / Great Place To Work certifications and our processes are audited through both institutes. Our DGFF Glassdoor rating remains ahead of key competitors such as Kuehne & Nagel, DB Schenker, DSV. DGFF Employee Opinion Scores results are already on high levels (87%) and further moved up in the last survey rounds. HR Quality Survey Results moved up to a Net Promoter Score to +68 (improved by +17). Women in management: In the past 4 years we have constantly increased the share of females in our organization. We now employ 30.2% of females in management and 42.6% share of females across the organization. This is a best in class result for the transportation industry . We managed to decrease our voluntary turnover quite significantly. The rollout of our HR systems including a group wide employee app into which we embedded our digital onboarding journey is well on the way, too. We also launched this year a so-called "Career Marketplace" which provides employees with learning recommendations and suggestions on future roles and jobs. We make great progress with our group wide-Certified program which is offering cultural sessions and also classroom Learning experiences across various functions.

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 organization's past performance (up to 250 words). Required

Comparing us with peers in the transportation and logistics industry, we are deeply convinced that we are unique because of our culture of respect & results and our leadership attributes. This is demonstrated by great leaders such as Tim Scharwath, Lisette Nap, Amadou Diallo, Monica Villegas, Harm Otten, and many others across the organization. We never compromise results over respect!

The focus of the entire management – not limited to HR – on people is unique not just in the transportation industry but beyond and we enjoy not only celebrating this culture internally, we also like to showcase it to the external world, e.g. through our official social media presence and also through employee advocates who share their authentic stories on their own profiles e.g. on LinkedIn – take a look!

We are considered as Great Place to Work For All where everybody can say #IBelong and we are an Employer of Choice not just in transportation & logistics but also among other leading companies. The different career paths and learning & development opportunities are best in class in the industry and appreciated through very high Employee Opinion Survey results. We ensure that we attract and retain great people and that's why we also put a high focus on Engagement activities such as our Appreciation, DEIB week and Wellbeing activities.

Our programs are state-of-the art as certified by Great Place To Work and Global Top Employer and as highlighted through several Stevie Award wins in the past year.

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

One of our Regional CEOs: Amadou Diallo | <https://www.linkedin.com/in/amadou-diallo-963975a/>

One of global HR Center of Excellence leader: Daniela Kerkhoff - Guenther | <https://www.linkedin.com/in/danielakerkhoffguenther/>

One of our regional Heads of HR: Monica Villegas | <https://www.linkedin.com/in/monica-villegas-7a538017/>

Our global DEIB lead: Eva Mattheeussen | <https://www.linkedin.com/in/eva-mattheeussen-7b2196/>

One of our country managers Karsten Michaelis | <https://www.linkedin.com/in/karsten-michaelis-7074955/>

Post Appreciation week: https://www.linkedin.com/feed/update/urn:li:activity:7118505820710940672?updateEntityUrn=urn%3Ali%3Afs_feedUpdate%3A%28V2%2Curn%3Ali%3Aactivity%3A7118505820710940672%29

Post from our CEO regarding our Global Certified Supervisory Academy:
https://www.linkedin.com/feed/update/urn:li:activity:7130464187574575104?updateEntityUrn=urn%3Ali%3Afs_feedUpdate%3A%28V2%2Curn%3Ali%3Aactivity%3A7130464187574575104%29

Post related to our global Wellbeing challenge:
https://www.linkedin.com/feed/update/urn:li:activity:7198990313175040000?updateEntityUrn=urn%3Ali%3Afs_feedUpdate%3A%28V2%2Curn%3Ali%3Aactivity%3A7198990313175040000%29

Webpage Link

<https://www.linkedin.com/company/dhl-global-forwarding/mycompany/> (<https://www.linkedin.com/company/dhl-global-forwarding/mycompany/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://careers.dhl.com/global/en/globalforwardingfreight> (<https://careers.dhl.com/global/en/globalforwardingfreight>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.youtube.com/watch?v=lseEKzw1Sfw> (<https://www.youtube.com/watch?v=lseEKzw1Sfw>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.youtube.com/watch?v=NoX-gi0RY2E> (<https://www.youtube.com/watch?v=NoX-gi0RY2E>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://youtu.be/tTlbMahD9ng?si=sjyjZM0OE4HkgAlb> (<https://youtu.be/tTlbMahD9ng?si=sjyjZM0OE4HkgAlb>)

Would you like to add an additional webpage link?

No

Supporting Document

No File Uploaded

Would you like to add an additional supporting document?

No

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Terms and Conditions

I Agree