

Nomination: 8423

HR Team

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

Türkiye Kalkınma ve Yatırım Bankası

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

HR Team

Category

E01 - E10 Team > E10 - Human Resources Team of the Year - Other

Team Submission Format

Written Answers

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

The HR team addresses critical business needs through their strategic and innovative approach to human resources management. The organization requires a workforce that is highly skilled, engaged, and aligned with its business objectives to maintain its competitive edge and support sustainable growth. To meet this need, the HR team has implemented comprehensive talent development programs, ensuring employees have access to the latest skills and knowledge through initiatives such as leadership development programs, skills enhancement workshops, and online platforms.

Another essential need is fostering a cohesive and goal-oriented organizational culture. The HR team introduced robust performance management systems and KPI frameworks that align individual goals with the bank's strategic objectives, driving productivity and efficiency across all departments.

Employee engagement and retention are also critical needs. The HR team conducted the bank's first internal customer satisfaction survey and established regular communication channels, ensuring employee voices are heard and their suggestions are valued. This inclusive approach has boosted morale and loyalty.

Diversity, equity, and inclusion are vital for attracting and retaining top talent. The HR team implemented policies and programs promoting a diverse workplace culture, enhancing the bank's reputation as an employer of choice.

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

Comprehensive Talent Development: The team implemented a range of talent development programs such as the Micro MBA Certificate Program, Manager & Director Leadership Development Program, and the Sustainability Expertise Certificate Program. These initiatives have equipped employees with the latest skills and knowledge, enhancing their capabilities and aligning talent management with the bank's strategic goals.

Performance Management Systems: By introducing robust performance management systems and KPI frameworks, the HR team provided clear metrics for evaluating employee performance. This strategic alignment has created a cohesive and goal-oriented workforce, boosting productivity and efficiency across departments.

Diversity and Inclusion: The HR team championed diversity and inclusion within the bank, promoting policies and programs that foster a respectful and inclusive workplace culture. These efforts have enhanced the bank's reputation as an employer of choice, attracting top talent from diverse backgrounds.

Employee Engagement and Satisfaction: The team conducted the bank's first internal customer satisfaction survey, achieving satisfaction score of 78%. They also established regular communication channels, ensuring employees' voices are heard and their suggestions are valued. This inclusive approach has significantly boosted employee morale and loyalty.

Digital Transformation: The HR team led the digital transformation of HR processes, introducing advanced HRIS systems and automated workflows. These innovations streamlined recruitment, onboarding, payroll management, and performance appraisals, reducing administrative burdens and allowing the HR team to focus on strategic initiatives and employee engagement.

GPTW Certification: Under the HR team's guidance, the bank became the first public bank to receive Great Place to Work certification, highlighting its exceptional workplace culture.

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 past performance (up to 250 words). Required

Firstly, the comprehensive talent development programs have been crucial in equipping employees with cutting-edge skills and knowledge. This not only enhances individual capabilities but also ensures that the bank's workforce is well-prepared to meet the evolving demands of the financial sector. The alignment of these programs with the bank's strategic goals has fostered a culture of continuous learning and professional growth.

The introduction of robust performance management systems and KPI frameworks represents a major milestone in driving organizational efficiency and productivity. By linking individual performance to the bank's strategic objectives, the HR team has created a transparent and fair evaluation system that motivates employees to achieve their best.

Championing diversity and inclusion has significantly strengthened the bank's workplace culture. These initiatives have created a respectful and inclusive environment that values individual differences, enhancing employee satisfaction and attracting a diverse pool of talent.

The focus on employee engagement and satisfaction is particularly noteworthy. Conducting the bank's first internal customer satisfaction survey and establishing regular communication channels have ensured that employees feel heard and valued. This has led to higher employee morale and loyalty, which are critical for maintaining a stable and committed workforce.

The digital transformation of HR processes has streamlined operations, reducing administrative burdens and enabling the HR team to focus on strategic priorities. This has improved efficiency and responsiveness, essential for maintaining competitive advantage in the fast-paced banking industry.

Finally, achieving the Great Place to Work certification is a significant accolade, highlighting the bank's exceptional workplace culture.

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

HR Strategy, Achievements, and Cultural Transformation: This document substantiates HR Team's strategic initiatives, including the implementation of comprehensive HR strategies that led to the bank's certification and listing as a Great Place to Work. It outlines specific achievements in fostering a positive workplace culture and enhancing employee satisfaction.

Internal Customer Satisfaction Survey: Results from this survey provide empirical evidence of the team's impact on employee engagement and satisfaction levels within the bank, reflecting his effective leadership in driving cultural transformation.

Learning and Talent Acquisition Projects: Examples outlined in this document illustrate the team's commitment to talent development and acquisition strategies, demonstrating his role in shaping the bank's learning initiatives and fostering a culture of continuous improvement.

Social Responsibility Projects: Detailed examples of social responsibility initiatives highlight the team's contributions to community engagement and sustainable practices, reinforcing his commitment to corporate social responsibility.

Webpage Link

<https://kalkinma.com.tr/en/home> (<https://kalkinma.com.tr/en/home>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://kalkinma.com.tr/en/work-with-us/become-part-of-the-development-investment-bank> (<https://kalkinma.com.tr/en/work-with-us/become-part-of-the-development-investment-bank>)

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No

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/20738/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJoyMDczOCwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9-fYNGaa_Y?Turkiye%20Kalkinma%20ve%20Yatirim%20Bankasi%20-%20E10%20Human%20Resources%20Team%20of%20the%20Year%20-%20Organization%20Chart.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/20739/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkJoyMDczOSwiYWxs3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImInbm9-Turkiye%20Kalkinma%20ve%20Yatirim%20Bankasi%20-%20E10%20Human%20Resources%20Team%20of%20the%20Year%20-%20HR%20Strategy-%20Achievements%20and%20Cultural%20Transformation.docx>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

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Would you like to add an additional supporting document?

Yes

Supporting Document 4

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Would you like to add an additional supporting document?

Yes

Supporting Document 5

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