

Nomination: 8556

Akademi Plus- Career Management System

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

KoçSistem Bilgi ve İletişim Hizmetleri A.Ş.

Additional Contacts

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

Page: Entry Information

Entry Title

Akademi Plus- Career Management System

Category

B01 - B64 Achievement > B32 - Achievement in Succession and Career Management

Achievement Submission Format

Written Answers

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

One of the companies within the Koç Group, KoçSistem, a long-established and leading information technology company in Turkey, has been bringing technology to the service of the business world for over 75 years. KoçSistem has over 1000 employees, most of whom have advanced and specialized technology knowledge.

As stated in Gartner's "Reinvent Your Talent Strategy" (2024) article, retaining talents has become very difficult today. While talents are constantly changing places, only 52% of high-performing employees are satisfied with their companies' career development processes. The same research highlights that providing career paths for employees and having flexible career and development opportunities are critical factors for retaining talent.

KoçSistem also believes that every employee is a talent; with its Career&Development Management approach, talent management processes have been applied to every employee for years. In addition to many improvements made annually in talent management processes, feedback on company's Career and Development practices is obtained during employee interviews, and processes are continuously designed to meet employee expectations.

Setting out with this vision, KoçSistem has reviewed the career and development process end-to-end with the aim of understanding, developing, and advancing talent correctly, and has designed the Akademi Plus project by prioritizing employee feedback& needs

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

Akademi Plus is an employee-friendly internal talent management application that enables KoçSistem employees to manage and monitor both their career processes (professional/managerial promotion, rotation, etc.) and personal & technical development goals.

The program has two dimensions: Learning & Development and Career Management

Innovations in Learning and Development Opportunities

With Akademi Plus, an employee's progress in their career depends on their progress in development. This approach offers broad resources for the employee to benefit from development opportunities anytime, anywhere, and as much as they want, conveying the message, "Advancing in your development and career is now in YOUR hands!"

Innovations in Career Management

With innovations in Career and Development Management processes, it offers "growth and development opportunities" that will affect employees' lives today and in the future with a personalized, transparent, and flexible approach based on the growth mindset. This entire approach is managed and monitored through the Akademi Plus platform, which shares the same name as the program.

The new Career Management approach aims for employees to transparently and individually advance their career processes. Employees have intensively conveyed feedback throughout this program design, indicating that career development processes were in the hands of managers and lacked transparency.

Especially in the initial period when the system was opened to date, the individual promotion applications of employees who meet the criteria but have not been promoted for a long time have been noteworthy.

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

With the motto "Add Value to Your Career," AkademiPlus brings four facilitating innovations in employees' career paths:

1. The application of 2 promotion periods in the first and second halves of the year, where employees can freely progress their promotion applications. If the employee thinks they are ready for promotion, they can nominate themselves individually for promotion. This innovation aims to eliminate the situation where promotion decisions are made solely by the manager, as conveyed in previous surveys.
2. A study has been conducted to transparently share career paths with employees, and this innovation has been shared with company employees. This innovation aims to ensure the transparency and awareness of career paths, which was frequently mentioned.
3. The titles structured differently for each department and level have been reviewed. Simplification and alignment based on levels have been achieved in the titles. The renewed title structure has been shared transparently with all employees, eliminating the imbalance of titles.
4. It is intended that employees evaluating different career opportunities within the company experience renewal and change. If the level of the position being transferred to is higher than the current level, the person's level and salary package will increase, which is expected to motivate employees to make rotations.

In summary, AkademiPlus offers a pioneering new generation and multidimensional learning and career development management approach with innovations in Career and Development Management processes that will impact employees' lives today and in the future. It continues to provide a personalized, transparent, and flexible approach.

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

Project Results & Accomplishments

Before the launch of Akademi Plus, the NPS survey shared with employees about KoçSistem's Career and Development approach had a score of -27. Six months after the launch, the second NPS survey showed a score increase to +45. The questions in the survey remained the same, and it was observed that the scores given by employees increased with the influence of Akademi Plus's approach. Comparing the NPS scores of the total group of employees who answered both surveys, it was observed that 10.16% had a positive change in NPS scores.

Before the launch of Akademi Plus, the Employee Engagement Survey's Career and Development score was 77.8, which increased by 8.3% to 83.2 in the survey conducted after the launch. The latest Employee Engagement Survey results show a 5.3% increase, with a score of 83.2.

In the technology sector, turnover rates are known to be quite high in various local and global studies. In KoçSistem, this rate has been around 13-14% in recent years but has been 3% since the beginning of the year. Looking at the reasons for resignations in recent years, lack of career and development opportunities, insufficient pay, job dissatisfaction, or working conditions were cited. Since AkademiPlus offered employees unlimited development and individual career shaping opportunities, there has been a 5-6% decrease in resignations due to career reasons.

In attachment, video and the presentation in which we shared the application details are shared with you.

Webpage Link

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/21106/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMTEwNyYwXsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIzImInbm9lbnRlci5kaWZlIHR5cGU6ImNpdGUiLCJ1aW46Ij09>Extended%20Summary-AkademiPlus.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/21107/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMTEwNyYwXsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIzImInbm9lbnRlci5kaWZlIHR5cGU6ImNpdGUiLCJ1aW46Ij09>AkademiPlus%20Kariyer%20Y%C3%B6netimi%20-Proje%20Detayları.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/21108/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMTEwNyYwXsb3dOb3RTaWduZWRVcmwiOiJGYWxzZSIzImInbm9lbnRlci5kaWZlIHR5cGU6ImNpdGUiLCJ1aW46Ij09>_liQ?Videos_AkademiPlusEngSub.mp4)

Would you like to add an additional supporting document?

No

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Terms and Conditions

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