

Nomination: 8562

Ooredoo Group

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

Ooredoo Group

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Ooredoo Group

Category

A01 - A31 Employer of the Year > A28 - Employer of the Year - Telecommunications

Employer of the Year Submission Format

Written Answers

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

Ooredoo Group is a leading international telecommunications company, based in Qatar, with a market capitalisation of \$8.7 billion. The Group operates in nine countries across the Middle East, North Africa and South-East Asia, delivering mobile, fixed, broadband internet and corporate-managed services and digital infrastructure solutions.

With a customer base of more than 159 million people, Ooredoo Group's strategy is based on exceptional customer service, operational optimisation and investment in its people.

Ooredoo Group has 270 employees in its Doha office, with over 50 nationalities, and prides itself on an inclusive, diverse workplace.

Since 2021, the Group has significantly transformed its employee experience.

Overall, in 2022, Ooredoo Group's health index against the McKinsey benchmark improved to reach on par with the healthiest (top 10%) organisations globally. In 2023, the Group was on a par with the Willis Towers Watson High Performing Organisational Norm.

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

- Introduced the Ways of Working policy allowing employees to work from home or abroad, and enjoy flexible working hours.
- Launched a Global Mobility Programme for employees to gain experience across different markets and promote on-the-job learning opportunities.
- Initiated an employee onboarding programme to support employees from their first application to their first day and beyond.
- Revised numerous Group policies such as compassionate leave, including airfare to home countries, as well as miscarriage leave, redressed housing allowance to recognise sole-supporter women, and more.
- Revamped Performance Management Process to include 360° feedback, team well-being, interim feedback and behavioural skills.
- Springboarded our Coaching & Mentoring programme, training volunteers to become ICF-accredited coaches to assist with peer-to-peer learning.
- Introduced Ooredoo Learning Academy, a learning platform including formal learning, on-the-job training and peer-to-peer learning.
- Launched the Ooredoo Leadership Development Program (LDP) in partnership with Harvard for our future leaders.
- Promoted employee well-being with a well-being allowance, Wellness Days, Family Day and various health initiatives.
- Launched Total Rewards which integrates competitive pay structures, performance-linked incentives, market-leading benefits, robust mobility programmes, and perks.
- Transformed employee recognition with bonus multipliers for top performers, encouragement and long-service awards.
- Launched annual Employee Experience and Pulse Surveys to measure culture and employee experience and to continuously improve all areas requiring attention.
- Completed our Talent Density programme that aggregates talent across our markets to build succession strategies, and identify future experts.
- Introduced our Employer Value Proposition, a revolutionising process of elevating our culture to enable and empower our employees' growth.

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

Since 2022, Ooredoo Group has grown Ooredoo by growing its people through:

- Transforming and improving the end-to-end employee experience to provide a supportive work environment which includes employee well-being, work-life balance, and wellness policies, programmes, and initiatives,
- Ongoing individual growth and development through formal and informal training opportunities on the OLA platform, and
- Promotion of an enabling organisational culture that encourages self-empowerment.

This employee experience is measured through continuous open and transparent feedback in the annual employee experience and pulse surveys. This feedback has given rise to the initiatives and programmes listed above, and continues to be an open, transparent employee voice to advocate for change.

Initiatives such as Leadership Development and Coaching & Mentoring have showcased employees' talent, skills and abilities to address institutional challenges over and above their subject knowledge expertise. This is a feature of Ooredoo's empowering culture to inspire employees to challenge the limits of what's possible.

Ooredoo is creating an even better workplace, supporting diversity and transparency.

In line with the UN SDGs and Qatar National Vision 2030, and building upon Ooredoo's strategic commitment to empower women, we have several systems and programmes in place to overcome obstacles and barriers women face to join and grow into leadership roles. These include leave, financial, and emotional support to working mothers. In 2023, we saw a 1.5% increase in women employed globally, 30% of our total headcount, with 100 women in senior management positions.

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

Employee Testimonials: <https://www.ooredoo.com/en/careers/testimonials/>

ESG Report 2023: https://www.ooredoo.com/en/social_responsibility-esg/our-commitment-to-esg-disclosure/

OLA launch: https://www.ooredoo.com/en/media/news_view/ooredoo-group-reaffirms-commitment-to-investing-in-its-people-launches-the-ooredoo-learning-academy-ola/

Ways of Working:

https://www.ooredoo.com/en/media/news_view/ooredoo-group-drives-shift-to-agile-working-with-flexible-workplace-initiatives/

Harvard Leadership Development Programme: https://www.linkedin.com/posts/fatima-al-kuwari_upgradeyourworld-wegrowooredoo-ooredoolearningacademy-activity-7202900962485665792-AnnP?utm_source=share&utm_medium=member_desktop

O-Bot: https://www.linkedin.com/posts/fatima-al-kuwari_upgradeyourworld-innovation-activity-7170380055800496129-epJG?utm_source=share&utm_medium=member_desktop

ESG 2022 round-up: https://www.linkedin.com/posts/fatima-al-kuwari_growth-activity-7041102258427564032-aqMU?utm_source=share&utm_medium=member_desktop

Wellness Day: https://www.linkedin.com/posts/ooredoo-group_upgradeyourworld-people-healththiswealth-activity-7067743924290748417-cOcY?utm_source=share&utm_medium=member_desktop

EVP: https://www.linkedin.com/company/ooredoo-group/life/?lipi=urn%3Ali%3Apage%3Acompanies_company_life_life%3B1dcd44c4-ecb5-407c-ac13-e2080b02f5d9

Family Day: https://www.linkedin.com/company/ooredoo-group/life/?lipi=urn%3Ali%3Apage%3Acompanies_company_life_life%3B1dcd44c4-ecb5-407c-ac13-e2080b02f5d9

Webpage Link

www.ooredoo.com (<http://www.ooredoo.com>)

Would you like to add an additional webpage link?

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/21132/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMTEzMiwiYXsb3dOb3RTaWduZWVcmwiOiJGYWxzZSIsImInbm9yX4NY?OG%20Employer%20of%20the%20Year%20Award%20Submission%20V2.docx>)

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