

Nomination: 8584

MDC: Elevating and Enriching our Community of World-Class Builders

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 Ayala Land, Inc. - Makati Development Corporation
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title MDC: Elevating and Enriching our Community of World-Class Builders
Category B01 - B64 Achievement > B39 - Best Employee Value Proposition (EVP)
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required Makati Development Corporation (MDC) is one of the largest Engineering, Procurement, and Construction companies in the Philippines with over 58,000 employees and skilled workers across nearly 300 project sites, plants, and yards nationwide. The company has four subsidiaries: MDC ConQrete, Inc., MDC Equipment Solutions, Inc., MDBI Construction Corporation, and MDTK Corporation. An ISO-certified firm and a Quadruple A Platinum-licensed Contractor in the Philippines, MDC's 50-year track record spans more than 800 commercial, residential, high-rise, industrial, land development, and infrastructure projects for parent company Ayala Land, as well as public, and private sectors. In 2023, MDC became the first Filipino company and construction firm in the world to achieve the ISO 30414:2018 certification for Human Resources Management. Through this certification and with the launch of MDC's new VMOP, the company launched a new EVP to enhance its people programs with greater focus on health and wellness, learning, engagement, and employee care.
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 Moving forward from the pandemic, MDC decided to refresh its Vision, Mission, Operating Principles, and Core Values to energize the organization and achieve business resurgence and expansion. MDC's HR team played a pivotal role in cascading the new VMOP across the organization and nurturing an engaged and empowered workforce ready to drive MDC to greater heights. This was accomplished through various communications and change management programs including roadshows, leadership talks, training sessions, culture-building, and employee engagement programs. Together with the new VMOP, MDC developed an Employee Value Proposition (EVP) focusing on the pillars of (1) an Enriching Career, (2) Attractive Benefits and Rewards, (3) Sense of Community and Fulfilment, (4) Safe and Dynamic Workplace, (5) Concern for Health and Well-being, and (6) Energizing Culture. From talent attraction to compensation and rewards, to learning and employee engagement, all people programs were aligned with the new EVP – allowing us to care for our people better and deliver the best business results. These programs were implemented across the organization, from leadership up to our skilled workers, ensuring an inclusive and impactful campaign. Key programs include the launch of MDC's Qx Campaign for quality excellence, Qx ACE+ rewards program for excellent performance, Launchpad Innovation Competition, Mission GREEN for sustainability, the launch of MDC Center for Construction Excellence and ConQxST for learning and continual upskilling, MDC Active for employee engagement, and GREATogether for diversity, equity, and inclusion (DEI).
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 In 2023, MDC achieved a high score of 95% in the biennial Ayala Group ENGAGE climate survey. MDC's rating has consistently scored higher than the Philippine Norm for employee engagement for the past four surveys, demonstrating the effectiveness of our programs. Another indicator for success was the continuous increase in the company's retention rate since 2021. In addition, MDC won numerous local and global recognitions for its people initiatives. MDC also became the first Philippine company and construction firm globally to receive the world-class ISO 30414:2018 certification for Human Resources Management. MDC achieved 100% compliance on all 58 metrics prescribed by the standard and published its first Workforce Annual Report detailing MDC's key people accomplishments and demographics in 2022. An ISO 30414 Acculturation Program was launched to keep HR team members informed, engaged, and committed to adhering to the requirements of the said standard. In July 2024, MDC retained its ISO 30414:2018 certification after a rigorous external audit and assessment exercise. MDC's Community of World-Class Builders is key to our customers' success and is pivotal to our strategies for quality, growth, and sustainability. MDC is fully committed to enriching, energizing, and empowering its greatest resource.

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

Webpage Link

Would you like to add an additional webpage link?

Supporting Document

Download File (https://stevies-sage.secure-platform.com/file/21154/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTE1NCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9Ayala%20Land%20Inc%20-%20Makati%20Development%20Corp_Best%20EVP.pdf)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

Download File (<https://stevies-sage.secure-platform.com/file/21155/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTE1NSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9Makati-Development-Corporation-Workforce-Annual-Report-2022.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 3

Download File (<https://stevies-sage.secure-platform.com/file/21156/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoyMTE1NiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9y4KM7Fg-edvZqpXLskt4EoxQ6YFh3Gpv8V7Leq0Sik?MDC-Workforce-Annual-Report-2023-1.pdf>)

Would you like to add an additional supporting document?

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