

Nomination: 8600

Globe redefines employee engagement with integrated well-being and volunteerism programs

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 Globe Telecom, Inc.
Additional Contacts I would also like to have others receive emails about the disposition of our entries.
Page: Entry Information
Entry Title Globe redefines employee engagement with integrated well-being and volunteerism programs
Category E01 - E10 Team > E04 - Engagement/Happiness Team of the Year
Team Submission Format Written Answers
a. Briefly describe the nominated team: its history and past performance (up to 200 words). Required Globe Telecom, Inc. is the Philippines' leading digital solutions and telecommunications provider, catering to consumers and businesses with mobile, broadband, corporate data, and fixed-line voice needs. Driven by its purpose to uplift the lives of Filipinos, Globe underwent a purposeful pivot from a telecommunications company to a tech company in 2023. With the support of its portfolio companies, Globe has democratized essential services and continues to address Filipinos' everyday challenges: Gcash—the most widely-used finance app with ₱118B loans disbursed, 9.5M GSave registered users, and the only Philippine double-unicorn; 917Ventures—largest corporate venture builder in the Philippines with 900 ideas vatted. Brave Connective Holdings—a digital agency offering data-powered solutions to its 700 partners in 190 countries. Yondu—its IT solutions provider with 180+ high impact project; GTI Business Holdings— burgeoning data hub in the region, established 7 data centers; KonsultaMD—the largest telehealth company in the Philippines serving 2.6 million customers; Kickstart Ventures—corporate venture capital firm with 65 investments; Asticom Group of Companies—shared services and tech-enabled outsourcing company. By providing world-class entertainment, customizable promos and services, accessible financial options, and readily available medical services, among others, Globe's vision—a Philippines where families' dreams come true, businesses flourish, and a nation that is admired—is also fulfilled.

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

Globe has always been intentional in every aspect of its employee engagement, hinged on a culture that prioritizes well-being and engagement as catalysts to a thriving organization.

Safeguarding the Workforce:

- DUDE provides regular wellness tips and a platform for anonymous feedback
- Globe's flu vaccination program offers discounted vaccines nationwide via drive-thru and onsite options, reaching 1,262 employees and 4,794 patients.
- Globe fosters openness with Topical Pulse Surveys and Employee Lifecycle Surveys to enhance recruitment and onboarding strategies, promoting positive workplace dynamics.
- Access to in-house psychologists and psychiatrists, while mental health leaves are also provided as well as reimbursements for medication
- Thursdays by the Desk discourages meetings every Thursday afternoon to make way for desk-time productivity.

Resurgence of Physical Activities:

- Globe transitioned milestone events to hybrid formats, boosting regional participation. GDay saw 5,135 foot traffic across offices, while 1,000 volunteers represented Globe at Musikachill.
- Wellness initiatives like webinars, yoga classes, and Pride Month events resonated well, with Women's Month activities attracting 1,200 viewers.
- As for passions and extracurriculars outside work, GClubs launched 20 interest clubs with 2,115 members

Encouraging Autonomy:

- Globe maintained a hybrid work model requiring on-site work thrice weekly and remote work twice, supporting autonomy and social connections
- Globe Excellence Awards placed a spotlight on exemplary employees across the organization, with 40 individuals honored.

Furthermore, Globe's people-centric initiatives empower its workforce to extend the same care beyond their office doors, allowing them to pay it forward to those in need—voluntarily.

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

Proof of Globe's engaged employees is the profound impact of our employee-driven volunteerism and community engagement initiatives.

When employees feel valued and understand the importance of extending care to others, they are empowered to give back, enriching their collective sense of purpose.

Some noteworthy volunteerism efforts by Ka-Globe are as follows:

- Jesse Jumong has supported Aeta communities, aided 700 calamity victims, and reached over 5,160 Filipinos through various initiatives.
- Duchess Domagsang provided 681 food packs to typhoon-affected communities, raised Php 1.2 million for 1,000 displaced families, and continues active participation in outreach programs.
- Bruce Thomas Li, an 18-year volunteer firefighter, responded to 150 emergencies, impacting 3,000 individuals.

Through volunteerism and nation-building support initiatives, Globe's approach to engaging its Ka-Globe has benefited underserved Filipino communities:

- 16,086 estimated beneficiaries
- 2,581 Ka-Globe volunteers

Community engagement activities include spending time with the elderly and children, school renovations, digital skills training, feeding programs, coastal clean-ups, and tree and mangrove planting, among others. The introduction of the Punch App also greatly helped digitize Globe's Volunteering Engagement Program.

Our success in engagement is also underscored by our iSpeak engagement rating of 92% in 2022, Globe has exceeded both global and Philippine norms by a notable 3 percentage points. Furthermore, Globe has observed a consistent improvement in its iSpeak scores for Stress Balance and Workload.

Such efforts keep our Circle of Happiness spinning where empowered employees lead to valued customers and in turn rewarded shareholders.

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

<https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf> (<https://www.globe.com.ph/sites/globe.com.ph/files/2024-04/2023-Globe-Integrated-Report.pdf>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.globe.com.ph/about-us/newsroom/corporate/best-company-to-work-for-asia-three-years-in-a-row> (<https://www.globe.com.ph/about-us/newsroom/corporate/best-company-to-work-for-asia-three-years-in-a-row>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://business.inquirer.net/402129/globe-group-cements-position-as-top-employer-in-ph-with-big-wins-at-linkedin-talent-awards-2022> (<https://business.inquirer.net/402129/globe-group-cements-position-as-top-employer-in-ph-with-big-wins-at-linkedin-talent-awards-2022>)

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Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/21226/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoyMTIyNiwiYXsb3dOb3RTaWduZWVcmwiOiJGYWxzZSIImInbm9yXZ8PtEbwf2hHHCp4bd2ZLwvG-vBm7JD4?Globe.pdf>)

Would you like to add an additional supporting document?

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