

Nomination: 8641

The New Sogutozu Office and Relocation

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

ENERJISA ENERJI

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

The New Sogutozu Office and Relocation

Category

B01 - B64 Achievement > B49 - Best Transformation Strategy

Achievement Submission Format

Written Answers

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

Enerjisa is Turkey's leading electricity company operating in two main business lines, power distribution and retail sales. With a team of over 11,000 employees, Enerjisa has 11.9 million distribution network connections accounting for approximately 26% of all distribution network connections in Turkey and 10.6 million customers representing approximately 25% of the retail electricity market.

The employees of the Baskent Region have been working at the central office in Ankara's Hanımeli neighborhood since 2009. This office, which served about 400 employees and stakeholders, was a rented building that underwent several design revisions. While the office was adequate in terms of functionality, it fell short of meeting the expectations of modern-day employees. Its outdated architecture, difficulty of access due to its location in the city center, being situated in a construction-intensive area, and limitations of the building's amenities made it far from providing the experience that EnerjiSa envisioned for its employees. Moreover, this building also restricted actions in areas prioritized by EnerjiSa's sustainability vision, such as environment, energy management, and recycling.

Based on all the needs identified, EnerjiSa has made decision to relocate the Baskent Region's central office to a new building that will contribute to the employee experience.

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

The EnerjiSa Sogutozu Office Design and Relocation Project, which prioritizes the employee experience and aligns with the sustainability vision and future business models, was initiated in September 2022. The vision was to design a next-generation working environment. The entire project was completed in a short period of 7 months, and the move to the new building was carried out in May 2023 with all teams.

When designing the EnerjiSa Sogutozu Office Design and Relocation Project, a vision and goals were set that went beyond just moving a company building. Led by the sponsorship of the General Manager of Enerjisa Retail Companies, the objectives of the project were determined as follows:

- To provide employees with a "next-generation office" environment that meets the demands of the evolving business world aligned with EnerjiSa's Future of Work strategy.
- To prioritize the employee experience by designing an office environment that not only serves functional purposes but also supports employee well-being and motivation.
- To prioritize climate, environment, and nature align with sustainability strategy, incorporating green building design that considers both well-being of employees and the planet.

Involving employees and managers at every stage of design, the Sogutozu office with a gross area of 5316 square meters adopts,

- a single-floor open office architecture to enhance communication among the entire team;
- Reserved office spaces to support the hybrid working model.
- Employee experience areas such as relaxation rooms, quiet rooms, terrace, social areas, and a game room.
- State-of-the-art technological facilities such as an agile room and a simulation room.

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

Employee Experience-Oriented Modern Design: The design of the EnerjiSa Sogutozu Office prioritizes creating environments where employees feel happy, supported in their well-being, and can work with high motivation and enjoyment. The general areas of the office are adorned by artists, creating an energizing atmosphere.

Collective Intelligence and Employee Involvement: Throughout the process, EnerjiSa employees were transparently informed, and critical decision points were determined based on employee opinions and voting. Many decisions, ranging from the choice of furniture to the name of the training room, were made by conducting surveys.

Design Suitable for Next-Generation Working Models: The Sogutozu building has been designed to accommodate hybrid working models with a reservation-based office system. Employees can make reservations allowing them to reserve their desks, parking spaces, and even choose their meals.

Sustainability and Green Building: The Sogutozu office has been developed with a green building design. All furniture used is made from recycled and eco-friendly materials, and the building utilizes green energy. EnerjiSa has obtained The LEED (Leadership in Energy and Environmental Design) GOLD Certificate for Sogutozu Building Design.

All indoor lighting in the office is designed with environmentally friendly LED lights and automation systems. Organic paints are used throughout. Clean air systems are installed in the office windows based on sustainability and efficiency principles.

All waste in the building is separated, and recyclable materials are shared for the purpose of recycling. With all waste management processes and waste recycling, Enerjisa obtained Zero Waste Certification for the New Sogutozu Building.

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

During the relocation process, EnerjiSa not only focused on designing the building but also paid careful attention to designing the employee experience during the move. Prior to bidding farewell to the old building, a party was organized to allow employees to create fond memories with various activities. On the day of the move to the new building, EnerjiSa arranged various surprises and an opening party, ensuring that everyone was introduced to their new work environment with high energy and enthusiasm.

The efficiency and satisfaction of the EnerjiSa Sogutozu building and relocation process have been measured through surveys conducted among employees. According to the survey results, the overall satisfaction rate is 81%, and the satisfaction with the effectiveness of the relocation process is 85.4%. These satisfaction rates are significantly high when compared to national averages, considering the extensive scope and impact of a relocation process that affects many individuals.

Apx1- Video: The Story of EnerjiSa Relocation

In this video, the design process of the building is shown, along with the old and new versions of the different areas of use.

Apx2- Video: Relocation Ceremonies: Goodbye-to-Hanimeli, Hello-to-Sogutozu

This video showcases the employee experience during the relocation process.

Apx3- Document: Relocation and Design Details

Due to word limitations, the full details of the project could not be included in this document. Please refer to this document for further details.

Apx4- Website: Enerjisa WebSite

Webpage Link

<https://youtu.be/zXaj2QFw4qM> (<https://youtu.be/zXaj2QFw4qM>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

https://youtu.be/yBQG_cHWo6k (https://youtu.be/yBQG_cHWo6k)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

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

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/21348/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUkIjoyMTM0OCwiYWxsY3dOb3RTaWduZWRVcmwiOiJGYWxzZSImlnNm5Apx3%20-%20The%20New%20Sogutozu%20Office%20Design%20and%20Relocation.pdf>)

Would you like to add an additional supporting document?

No

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