

Nomination: 9347

F5 Leadership Program: A New Era of Strategic Growth

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

HAVELSAN, established in 1982 to strengthen Turkey's defense industry, is a leading technology company specializing in defense, IT, and cybersecurity. It develops innovative, indigenous solutions in command and control systems, defense technologies, simulation and autonomous platforms, and information and communication technologies for national security. With strategic partnerships and projects both domestically and internationally, HAVELSAN delivers cutting-edge technologies across Turkey, the Middle East, Asia, and Europe. Employing over 2,700 professionals—80% of whom are Computer and Electrical-Electronics Engineers—and collaborating with a wider ecosystem of more than 7,000 people, HAVELSAN aims to become a global brand in defense and information technologies. The company values Continuous Learning and Development, Inclusivity, Solidarity, Determination, and Value Creation. HAVELSAN has also improved employee engagement, achieving a 6% increase in satisfaction between 2020 and 2023 through annual surveys

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Additional Contacts

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

Page: Entry Information

Entry Title

F5 Leadership Program: A New Era of Strategic Growth

Category

B01 - B67 Achievement > B22 - Achievement in Leadership Development

Achievement Submission Format

Written Answers

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

HAVELSAN, established in 1982 to strengthen Turkey's defense industry, is a leading technology company in defense, information, and cybersecurity. Specializing in command and control systems, defense technologies, simulation, autonomous platforms, and communication technologies, HAVELSAN provides innovative, indigenous solutions for national security. The company serves both domestic and international markets, delivering advanced technologies across Turkey, the Middle East, Asia, and Europe.

Employing over 2,700 professionals, 80% of whom are engineers, HAVELSAN aims to become a global brand in defense and information technologies. Its mission is to offer high-tech, innovative solutions globally, with a focus on defense and public institutions. Core values include continuous learning, inclusivity, solidarity, determination, and value creation.

In 2022, HAVELSAN established the HAVELSAN Aid and Solidarity Association (HAYAT) to support sustainability efforts. The company also improved employee satisfaction by 6% between 2020 and 2023. HAVELSAN launched its Leadership Academy in 2018, later evolving it into the F5 Leadership Development Academy in 2024. The program focuses on five key leadership attributes: awareness, adaptability, differentiation, innovation, and attractiveness, fostering a leadership culture aligned with HAVELSAN's strategic objectives

b. Outline the team's or organization's achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

Since its inception, the F5 Leadership Development Academy has successfully engaged 120 managers over a 9-month period (March – December 2024), providing 424 hours of training. The program incorporates five core modules: "Visionary Leadership," "Effective Leadership," "Competent Leadership," "Organizational Leadership," and "Innovative Leadership" These topics were tailored to align with both global leadership research and HAVELSAN's strategic objectives, focusing on leadership models, analytical thinking, digital transformation, and sustainability.

Key highlights of the program include:

- Social Responsibility Projects: Participants designed impactful projects, including those supporting earthquake-affected regions such as Hatay, Kahramanmaraş, and Adıyaman, fostering social impact alongside professional development.
- Continuous Professional Development: Participants engaged in group coaching, workshops, and follow-up sessions, ensuring long-term learning retention.
- Leadership Competency Development: Leadership competencies increased from 63.7% to 82.2%, with an 80% satisfaction rate reported by participants.
- Strategic Projects: Based on design thinking methodology were developed in areas such as cross-team communication and process digitalization, directly contributing to organizational goals.

1 of 4

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

The F5 Leadership Development Academy stands out due to its comprehensive approach to leadership development. Unlike typical training programs, it emphasizes both Upskilling (enhancing existing skills) and Reskilling (developing new competencies), with a strong focus on social responsibility. The inclusion of practical fieldwork—such as the earthquake relief projects—allowed participants to immediately apply leadership theories in real-world situations, increasing both the impact and the learning experience.

The program's distinctive feature is its direct alignment with corporate strategies. Participants not only developed leadership capabilities but also contributed to organizational goals through projects that addressed communication challenges and digital transformation initiatives. This integration of strategy and learning ensures that the program is not just a leadership training but a catalyst for business growth.

Furthermore, the high participant engagement—achieved through dynamic coaching sessions, interactive workshops, and continuous feedback—has led to notable results: the increase in leadership competencies from 63.7% to 82.2%, and a 98% positive assessment of the program's contribution to both employee performance and organizational success. This combination of targeted training, social impact, and strategic alignment has made the F5 Academy a unique and high-impact leadership development initiative within the industry.

Moreover, F5 catalyzed a cultural shift, promoting psychological safety, collaboration, and a unified leadership mindset across departments — while also strengthening cross-functional connections and fostering an internal leadership network that continues to create value beyond the program itself.

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

The F5 Leadership Development Academy Program is supported by a variety of interactive learning methods that enhanced both technical and behavioral competencies.

Key elements include:

- Interactive Classroom Training: Active participation through discussions, role-playing, and small group exercises.
- Group Coaching Sessions: Peer-to-peer coaching facilitated deeper personal growth and leadership development.
- Individual SWOT Analysis: Fostered self-awareness, guiding participants to develop concrete action plans.
- QR Code Mini Competitions: Competitive activities maintained engagement and reinforced learning.
- Leadership Projection Exercise: Participants projected their future leadership roles, enabling them to align their personal development with organizational goals.
- Case Studies & Simulations: Real-world scenarios and Harvard Business School simulations helped participants hone decision-making and strategic thinking.

Trainer Feedback: The program's engaging structure led to substantial improvements in leadership effectiveness and collaboration.

Participant Feedback:

- 80% satisfaction rate. Many participants described F5 as the most transformative experience of their professional journey at HAVELSAN.
- Leadership competency improvement: From 63.7% to 82.2%.
- 98% of managers positively evaluated the program's contribution to employee performance and organizational objectives.
- Leadership inventory scores increased from 76% to 83% post-program.
- Program has received strong praise from senior leadership / c-level executives, significantly enhanced managerial performance in the field, and sparked a renewed sense of energy and transformation across the organization.
- Graduates of the program are now mentoring junior leaders and facilitating learning within their own units, expanding the ripple effect of F5.

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Supporting Document 5

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