

# Applause!

We would like to award

## Mirian Kimura

in recognition of valuable contributions

**Accomplishments:**

Mirian (Seiko), was the head translator assigned to this 6 country, fast paced and demanding high profile Amazon study.

Due to Amazon's constant questionnaire updates and the fact that we still needed to get into field ASAP, did not help the situation. Seiko, was very collaborative and professional as well as flexible, not only with the CS teams, but also with the operations teams (IIS PM and Scripting). She constantly was sending timing updates to the CS teams on when to expect the translated links and keeping them informed, while working internally with her translation team on the country links. She made herself and her team available for late coverage practically every day during the week and also scheduled weekend coverage as needed to make sure links were ready, tested and approved for a quick CS review and launch. Due to Seiko's dedication to this study, we were able to launch all countries and close the study in time to get the data to the end client.

**Ipsos Values:**

Integrity, Collaboration, Client First

Pat Condron

Business Unit Leader

David Harris

Nominator

January 2021



GAME CHANGERS



# IPSOS VALUES

## ● INTEGRITY

We demonstrate the highest ethical standards and principles.  
We are independent, objective experts delivering reliable information to our clients.  
We are respectful, honest and transparent with ourselves, clients and colleagues.  
We say what we do and we do what we say. We only commit to what we can deliver.  
We value all kinds of diversity, as it reflects the wider society in which we operate.

## ● CURIOSITY

We are curious about the world around us.  
We ask the right questions, we seek the new and unexpected.  
We love to learn, read, listen, search and research and analyse data with passion.  
We think deeply to go beyond the obvious and we take nothing for granted.  
We challenge how things can be improved for the benefit of Ipsos and our clients.  
We are passionate about what we do and we do it all to assist our clients to better understand people, markets, brands and society.

## ● COLLABORATION

All of us are smarter than any of us.  
We work in diverse teams comprising clients and colleagues. Together we navigate the world towards common goals and with open minds.  
We foster a culture of continuous improvement by sharing knowledge and expertise freely and generously, and we learn from each other.  
We actively explore opportunities to work openly across our specialisations and our countries and promote internal mobility and promotions.  
We contribute to Ipsos training programmes as participants, trainers and/or mentors.

## ● CLIENT FIRST

We put clients first. Always. We focus on longterm partnerships and we understand our clients' businesses as if they were our own.  
We are responsible and accountable for providing our clients with the best solutions across our specialisations.  
We go beyond the research to bring insights that enable our clients to make smarter decisions. We always have a point of view.  
We deliver on our promises; on specifications, time, and budget. Right on time, the first time.  
Clients' needs take precedence over other internal priorities. We go the extra mile for them.

## ● ENTREPRENEURIAL SPIRIT

We are different. Our culture encourages individuals to try different, innovative ideas.  
We are motivated. We work hard and smart, and we are able to act quickly and decisively when required.  
We love a good challenge. We never give up. We are confident, tenacious and disciplined.  
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Miriam went the extra mile on the translations she delivered to us on our latest wave of the NextGen tracking study. Our client needs to review the survey translations for our project, but the standard translation deliverable we typically receive has the survey questions and response options in a different order than the actual survey flow. Previously, our team has had to manually re-order the translation file we receive to make it client-friendly (and then send back any client feedback to Miriam in the original order provided). This was going to be a large task for our team this wave since we had increased the number of markets being translated from 7 to 27 countries. But Miriam recognized the challenge this posed, and proactively prepared and cleaned up the translation files for all 27 countries for us in the correct survey order. This saved a significant amount of time and manual effort for the CS team, improved the deliverable for the client, and minimized the potential for human error, since we no longer had to re-order the files ourselves. Thank you Miriam!

## Ipsos Values:

Collaboration; Client First; Integrity;

December 2021

Brodie Louie

Nominator



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Mirian has been instrumental in helping our team launch and maintain its Essentials and Global Advisor Syndicated Reports these past few months. She's been a rock star, with fabulous attention to detail and super dependable.

Jackie Urbanovitch

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Business Unit Leader

Paul Abbate & Nik Samoylov

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Nominator

December 2020



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Seiko has jumped in and done an excellent job managing the weekly COVID tracker for Translation Services. This is a high profile project for Ipsos and the Public Affairs CS team. The data is released publicly each week. This project has a changing amount of countries per week with various amounts of edits that all need to be translated and launched in an expedited scenario each wave. We have now completed 14 weeks of this tracker (with more coming) and Seiko seamlessly coordinates with CS, the IIS PM, our translation vendor and the reviewers to ensure everyone knows what materials are expected when – this demonstrates her strong organization skills. This project has required evening and/or weekend work each week to ensure this is on track and I appreciate her dedication to this project and to the team as a whole! Thank you Seiko!

Jackie Urbanovitch

Business Unit Leader

Candace Kozak

Nominator

May 2020



GAME CHANGERS



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## PEOPLE DEAL SHOUT-OUTS

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In recognition of valuable contributions



## List of Accomplishments

Seiko is always our backstop for making sure we meet our deadlines. With increasing difficulties in meeting timelines with programming, Seiko's team always helps us to catch up, shaving time of their translation schedule, to help us meet our clients' timelines. She's also very flexible, recently jumping on and fixing a client link translation that was messed up by CS/PM at the final hour. Thank you Seiko. The Amazon team in BHT really appreciate you

Nominator

Annabel Kelly

Date

5/10/2022

GAME CHANGERS





## The People Deal

### The Give

- I put **clients first**
- I seek out opportunities to **fuel my curiosity**
- I actively engage with and **support** my colleagues
- I speak up to **challenge the status quo**
- I am flexible, agile and adapt easily to the **needs of our business**
- I **work hard and smart** and communicate proactively with my manager
- I look for and seize **opportunities to grow**
- I recognize and **celebrate great work** when I see it
- I give and seek regular, constructive **feedback**
- I **respect** my colleagues' differences, health and well being and the physical space we share

### The Get

- I do interesting work that makes a **positive contribution** to the world
- I have access to market-leading **learning, thinking and training**
- I have a **collaborative** work environment that fosters positive relationships
- We foster a culture of **continuous improvement**
- I am given the flexibility and support to **manage my workload** effectively
- My **role** is clearly defined, and I have the freedom to expand it
- I am given regular **opportunities to grow** and develop
- I am **recognized** for a job well done in a relevant and timely way
- I receive proactive guidance on activating **feedback**
- I am provided with a safe, inclusive **environment**, a secure space and the tools required to succeed.

## People Deal Elements Achieved

Clients (and People!!) First; Flexible, Adaptable & Agile; Support, Collaboration & Positive Relationships; Working Hard & Smart;

## Ipsos Values Achieved

Collaboration; Client First;