

How VINCIT became Best Workplace in Europe 2016

Johanna Pystynen

VINCIT

Key Numbers

2007

Founded

340

Employees

40 000

End Users

300+

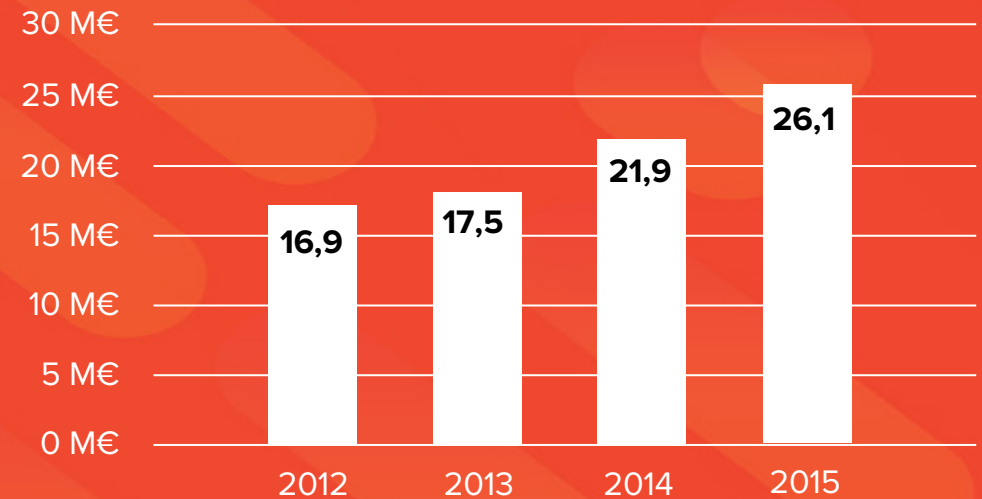
Successful projects



Best Place to Work
Europe 2016
GREAT PLACE TO WORK



Best Place to Work Finland
2014, 2015, 2016
GREAT PLACE TO WORK



■ Revenue

Huom. Suuntaa-antavia pro forma -lukuja.

Services



Software Development



Service Design



ICT Services

Customers



STEINWAY
LYNGDORF

Delete[®]

ORAL

metso

yoogaia

★ HESBURGER ★

Sonera

VEXVE

8760 Fastems

OXFORD
INSTRUMENTS
The Business of Science

JUHLAPESU

VEIKKAUS
Iloa elämään.

yepzon

Työterveyslaitos

Ikaalisten
Keskus

tukes

TELESTE

SRV

KHRONOS
GROUP

vmp iii

LÄÄKE
TIETO
KESKUS

RIISTAKESKUS
PILKARIK VALKONEN

Sp-Henkivakuutus Oy

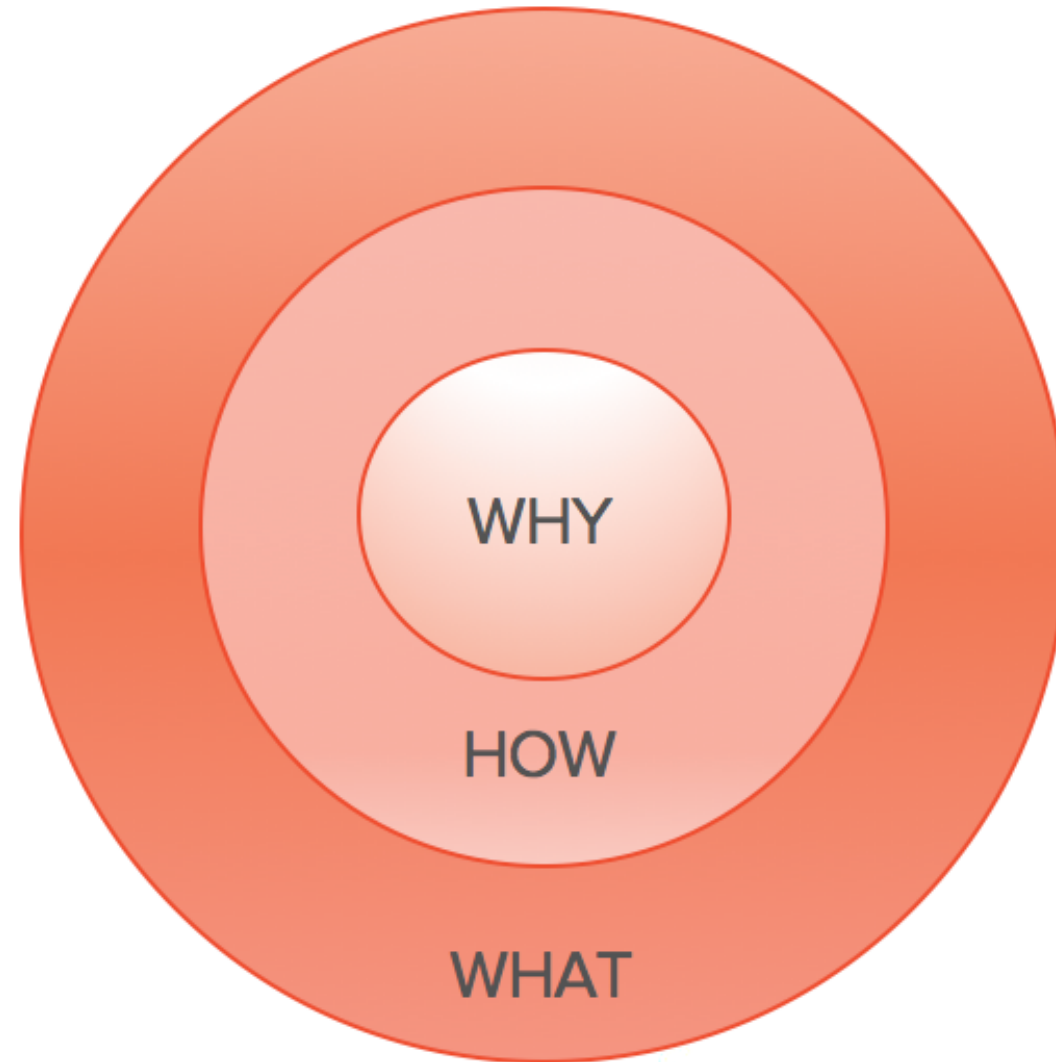
VINCIT

“

*To improve is to change.
To be perfect is to change often.*

-- Winston Churchill

Always start with why



Stop quessing!



Leadership as a Service

The screenshot displays the Vincit Laas website interface. At the top, there is a navigation bar with the Vincit Laas logo, links for Home, Pick services, and Give feedback, and a user profile dropdown. Below the navigation bar, a search filter is set to "My goal: Develop my expertise" and "In technology", with a duration of "Schedule 6 months". A button labeled "Search for more services" is visible.

The main content area is titled "Would these services be helpful?". It features a grid of service cards, each with a title, a brief description, a rating, and a heart icon. The services include:

- Educating myself**: If you want to attend a training / seminar, select the topic carefully. Suggest your plan and its cost to the People Team. Report... (18 reviews)
- Find me a mentor**: Do you have any idea of someone outside Vincit with whom you would like to have conversations? Book this service... (19 reviews)
- Identifying my individual strengths** (NEW): What are your strengths, what are your enthusiasts? Let's start thinking about how to take advantage of your own strengths... (8 reviews)
- Feedback on my work**: Want to get more feedback on your job? We help to collect it from the right people by appropriate methods. First, let's talk... (23 reviews)
- Technical support**: Does any technical issue cause a headache or would you be fascinated by the whole new technology? We'll tell you... (5 reviews)
- Be a wingman for a day**: Do you want to learn from the best? Observe and learn at the same time how a coworker does his job... (5 reviews)

To the right of the grid, under the heading "Also check these out:", there are three additional service suggestions:

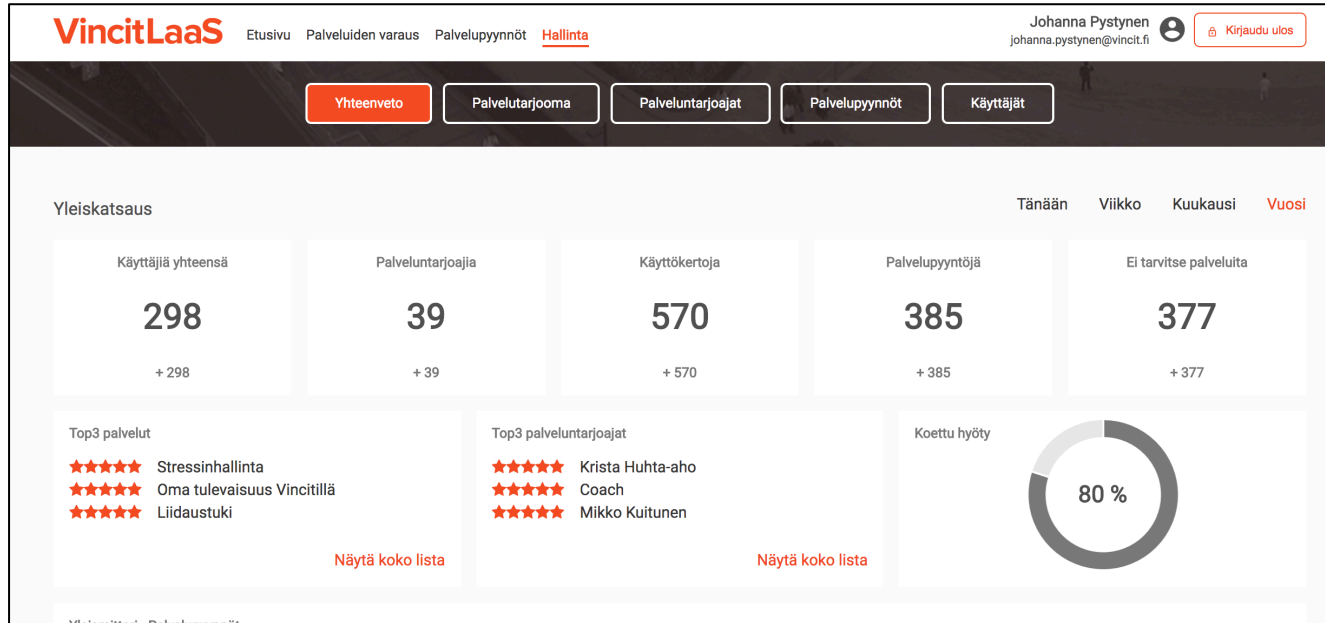
- VincitTalks**: Get inspired by looking at the most interesting VincitTalks... (18 reviews)
- Dream customer**: Do you have in mind a customer or business that Vincit should approach and... (18 reviews)
- Project wishlist**: Is your current project closing? You can pass your wishes to a future project... (18 reviews)

At the bottom of the grid, there is a red button labeled "Proceed to confirm your services". Below the grid, there is a diamond icon and a star icon. A section titled "Didn't find what you need?" contains the text: "Need support, but you do not know what. Or a service that matches your needs could not be found. Please tell us what you need." and a red button labeled "Make your own request".

Giving people more autonomy

The screenshot shows a web interface for Vincit LaaS. At the top, there is a navigation bar with the logo and links for Home, Choose services, and Give feedback. On the right, there are icons for a heart, a bell, a shopping cart with a '3' notification, and a user profile dropdown labeled 'Name'. The main content area is titled 'Shopping basket' and 'Details for your chosen services'. It contains three service selection cards. Each card has a title, a 'Who you prefer to be your service provider' dropdown menu, a 'Choose the format that suits you best' dropdown menu, an 'Acute need' radio button, and a red 'X' icon. The first card is for 'Improving customer relations', the second for 'Feedback on your work', and the third for 'Stress management'. The 'Feedback on your work' card also includes an 'Additional information' text area with the placeholder 'Type what's on your mind'. Below the cards, there are two buttons: 'Continue choosing services' and 'Empty basket'. At the bottom, there is a section titled 'Also, you mentioned the following that you would like to try' with two items: 'SleepTracker' and 'Restroom', each with a red 'X' icon. A large red button at the very bottom says 'Confirm your chosen services'.

Making things visible in order to create better leadership



- ★★★★★ Stressinhallinta
- ★★★★★ Oma tulevaisuus Vincitillä
- ★★★★★ Liidaustuki
- ★★★★★ Työaikaan, -suhteeseen ja etätyöhön liittyvät kysymykset
- ★★★★★ Mentoringin löytäminen
- ★★★★★ Uusien projektimahdollisuuksien pohtiminen
- ★★★★★ Osaamisen kehittämisen tuki
- ★★★★★ Sivutoimilupa
- ★★★★★ Projektikäytäntöihin perehtyminen
- ★★★★★ Eriäinen Team Building Seminar Muumimaailmassa 17.-18.6.
- ★★★★★ Liikunta, ravinto, lepo ja hyvinvointi
- ★★★★★ Rekrytointi
- ★★★★★ Vincitin ajankohtaiset ja tulevat kuviot
- ★★★★★ Markkinoiden ja toimialan näkymät
- ★★★★★ Oma tulevaisuus Vincitillä
- ★★★★★ Palaute omasta työstä
- ★★★★★ Asiakasyhteistyön kehittäminen
- ★★★★★ Liidaustuki
- ★★★★★ Projektinhallinta

Small experiments will lead to big changes!



Thank you!

Johanna Pystynen
Director, People Operations
Vincit Group Oyj

Johanna.pystynen@vincit.fi

VINCIT