



vincit  
*laas*

# Leadership as a Service

*Johanna Pystynen, Head of HR*



# VINCIT in Figures

**2007**

Founded

**500**

Employees

*Specialist of service and business design, software development and continuous services with a 100% satisfaction guarantee.*

**43,5 M€**

Turnover 2018

**4,1 M€**

EBIT 2018



Best place to work  
in Europe 2016  
Great place to work



Best place to work in  
Finland 2014, 2015, 2016  
Great place to work

**Tampere - Helsinki - Turku - Oulu  
Irvine - Palo Alto, USA**



# Transformation of working life







# Leading Change with Outdated Tools

Organizations still use tools and models that were created 10-20 years ago





NEW

### Power lunch with a manager

Let's make sure that we don't lose touch with each other by suiting up for lunch! Book a time to discuss topics related to work without a fixed agenda. You can ask...



NEW

### Put an end to a rumor

Are there false news spreading by the water cooler? Are you afraid that one of your coworkers has been told a tall tale? Time to clear the air! Let us know what you've heard and...



UUSI

### Current affairs in our market area

Interested in the current affairs of our market area and line of business? Do you have fresh ideas for Vincit to venture in? Let us know and we can...



NEW

### Make sense of finances

Would you like to discuss economics or learn about how we're doing nowadays? Our financial experts are able to answer all your questions...



NEW

### Future Forum

Indulge in brainstorming about Vincit's future! A Future Forum will be organized once enough people have expressed their interest in taking part in the event. Come and cast the deciding...



NEW

### Lunch with the board of directors

Suggest for one of the board members to join in for a small group lunch to talk about the current events at Vincit, or the future of the company or other topic you're interested in. Stay...



Quack!







### Better Sleep

Having trouble sleeping? Do you feel more tired in the morning than you did when you went to bed? Turn to our occupational health psychologist for help. You can book an



### Cross-country cycling

Combine the great outdoors and your need for speed and try out cross-country biking! Not quite sure what kind of gear to get started with? We can hook you up with a test bike from



### Finla's sleep groups

This service is only available in Finnish.



### FinlaFit nutrition and exercise training (6...

This low threshold training will teach you the basics of exercising and nutrition in small groups. You get a tailored program designed to help you take your next steps towards better wellbeing. Start



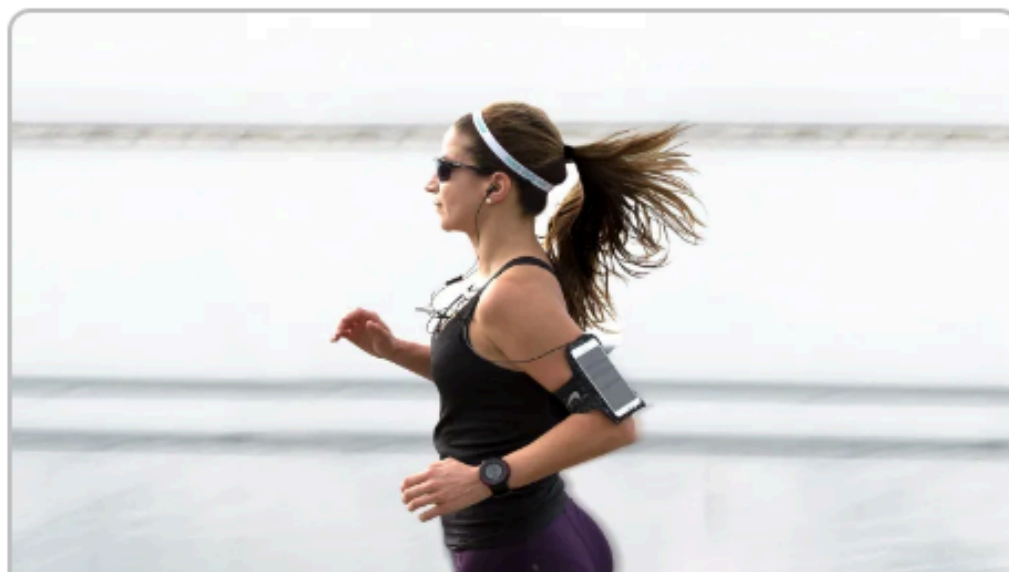
### Firstbeat Wellness Analysis

Firstbeat Wellness Analysis gives you a better understanding of how your body reacts to everyday occurrences. Round-the-clock heart rate variability tracking provides you with personalized data of:



### Fitness test at Paavo Nurmi Centre

Call the Paavo Nurmi Centre to get more information about fitness tests that might best suit your needs. You can also find brief info about the tests in English here: <https://www.paavonurmi.fi/en/fitness>



### Fitness test by an occupational health ph...

Are you in shape? Get the facts from a fitness



### Healthy eating

Do you prefer kebab to cabbage? Is there ever



### Heltti's mental capacity groups (availabl...

These groups are not currently available in



Challenges with a project

Have you bumped into roadblocks in your current project? Clashing personalities, differences in opinions? Worried about your own or your co-worker's performance or

Coaching

Looking for a fresh perspective on how to develop your competence or how to move forward in your career? Would you like to find a sparring partner to help you clarify your goals

Feedback on upcoming presentations

Would you like to test out your upcoming presentation with someone close to home? Ask for feedback from Fedu! Order this service via LaaS or contact Fedu directly if you need

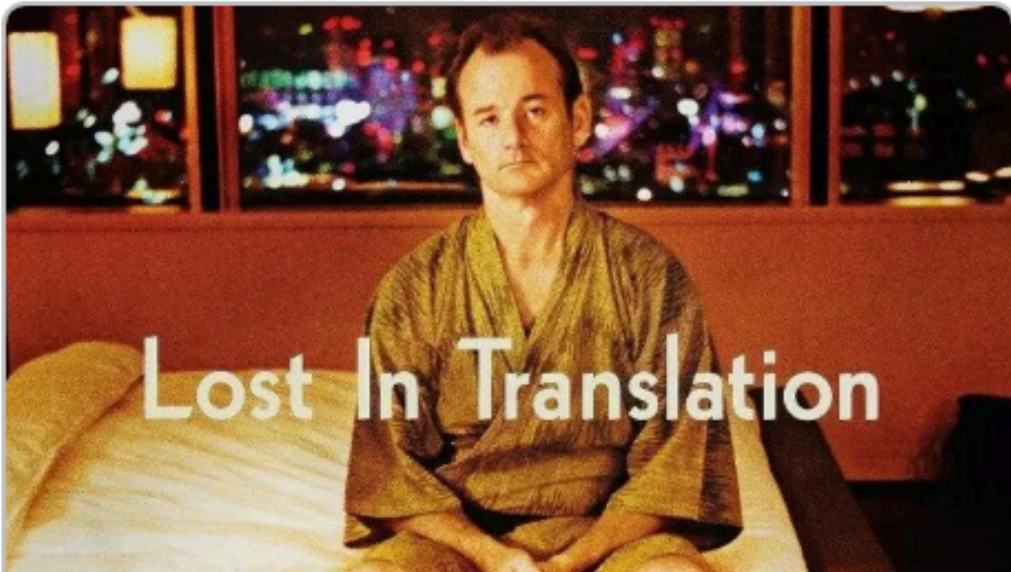


Feedback, please

Hoping to get more feedback on your performance? We can help you get just what you need! Let's sit down for a chat and figure out who to turn to and how to approach them.

★★★★★

♥♥♥♥♥



FI-ENG-FI translations

Would you like to have someone proofread your text before sending it out to a client or publishing it? Need help with translating stuff from English to Finnish or the other way around? Order! Happy to



Improve your customer relations skills - ...

Would you like to have better interaction with your customer? Are you interested in understanding behavioral and communicational differences? Dive into the world of DiSC! The better you know yourself

★★★★★

♥♥♥♥♥



Mentoring

Vincit's mentorship program is a nifty program-based package. Applications are open approximately bi-annually and that is



Open request

Share your ideas and thoughts here! You can also order this service when you have a specific need that doesn't fall under any other existing



Report or ask about occupational safety ...

Did you come across a faulty socket at the office? Was the fire alarm inaudible in your room? Report a health and safety related fault





Car problems? Ask Joudah!

Are you having a hard time getting your life partner started in the morning? Need help with reading the signals? Struggling with moving forward and don't know what do? What is the perfect fluid balanc



Climate coaching

Would you like to reduce your carbon footprint, but don't quite know where to start? Let's figure out the best ways for you to make more environmentally sustainable choices. Together, we can come up



Disc golf course

Have you tried the fastest growing sport in Finland? Reasons for its popularity are obvious: frisbee golf is easy to learn and play. Come and learn the basics and hit your targets! The course is held

★★★★★

♥♥♥♥♥



DJ course

How to turn individual songs into a shamanistic journey that resonates with your audience? During this course, you'll learn basic DJing skills and philosophy. The course is hosted by Anton



Help with buying a bike

Are you looking for a new ride for commuting? Is the open road calling your name or are you keen to go cross-country cycling?If you need help with choosing and buying the perfect bike, Mikko is your

★★★★☆

♥♥♥♥♥

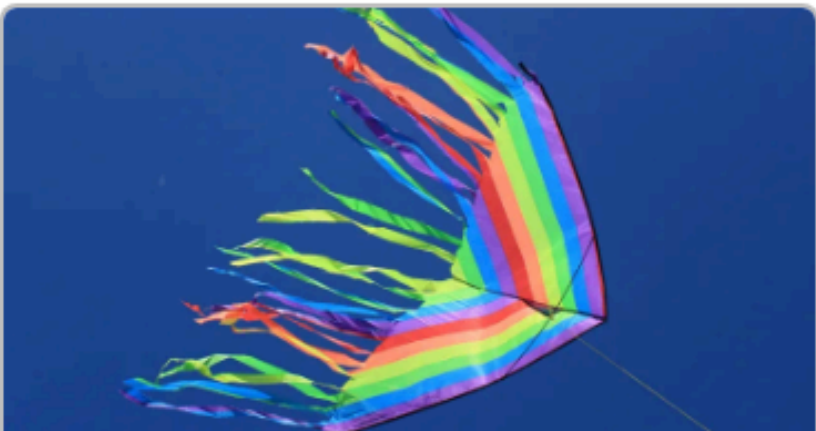


Intimate lunch with Jäppinen

Would you like to spice up your life or your lunch routines? Jump into the unknown together with your coworkers and let Jäppinen take you out on an intimate lunch experience. The lunch location is a s

★★★★☆

♥♥♥♥♥



Learn to fly a kite

The wind always blows in Turku! The perfect weather for flying kites. Vincit's kite club organizes crash-courses in kiting.



Lunch with a board member

Let's have a group lunch with one of the members of our board to hear their thoughts about Vincit's future or anything else that interests you. Please fill out the field for additional information to



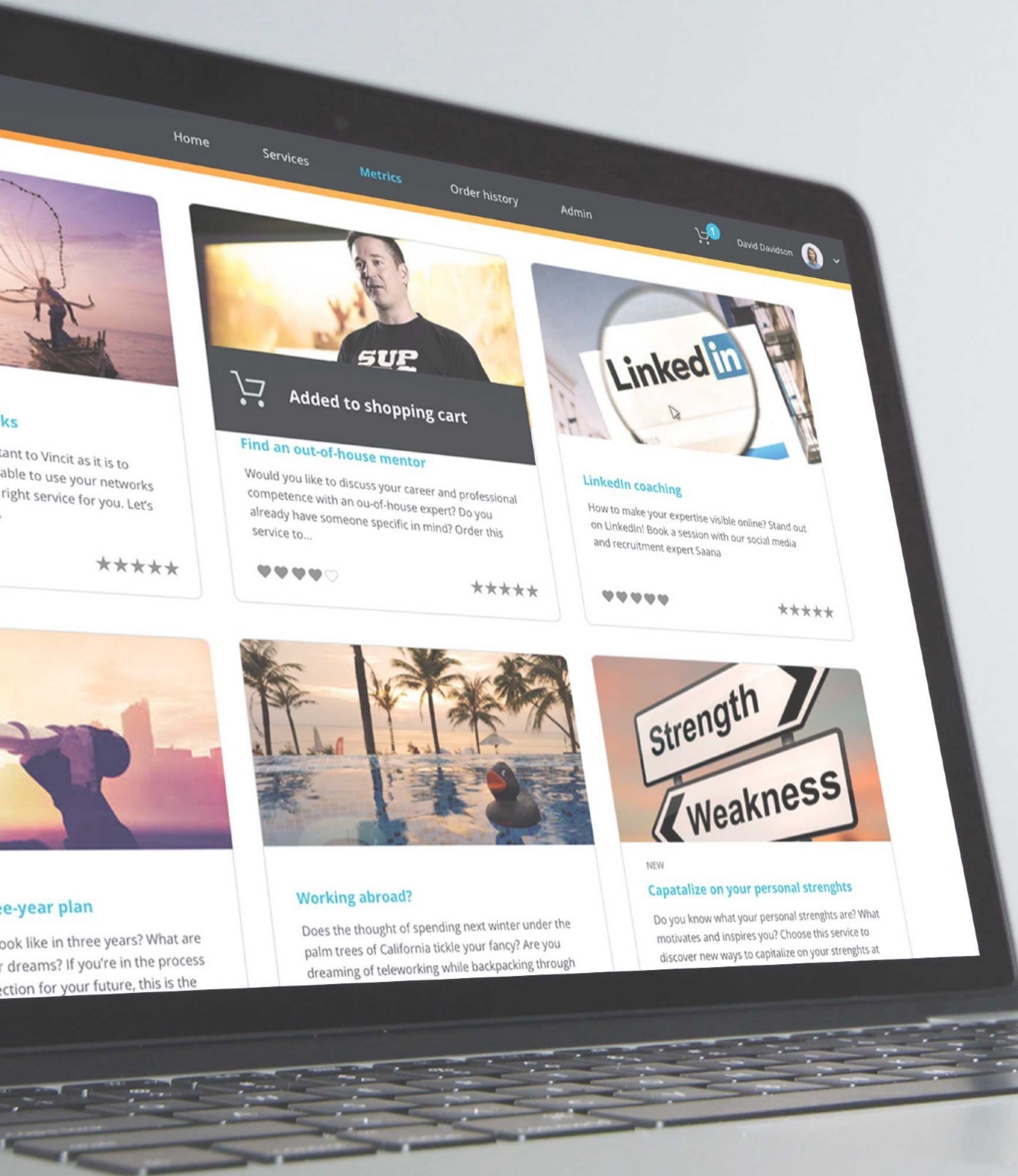
Lunch with Matti

Interested in the current events, future endeavors, or finances at Turku? Would you like to know more about Vincit, our business and projects, or the services available for you? Let's book a date and



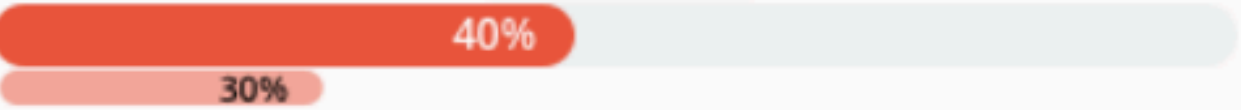
# TOP services at Vincit

- Internal / external mentor
- Tag along to a sales meeting
  - Study groups
  - Peer-to-peer services
- Introduction to finances
  - Kill a rumour
  - Success appraisal
- Coffee and donuts with a designer
- Orienteering / swimming / singing / running course



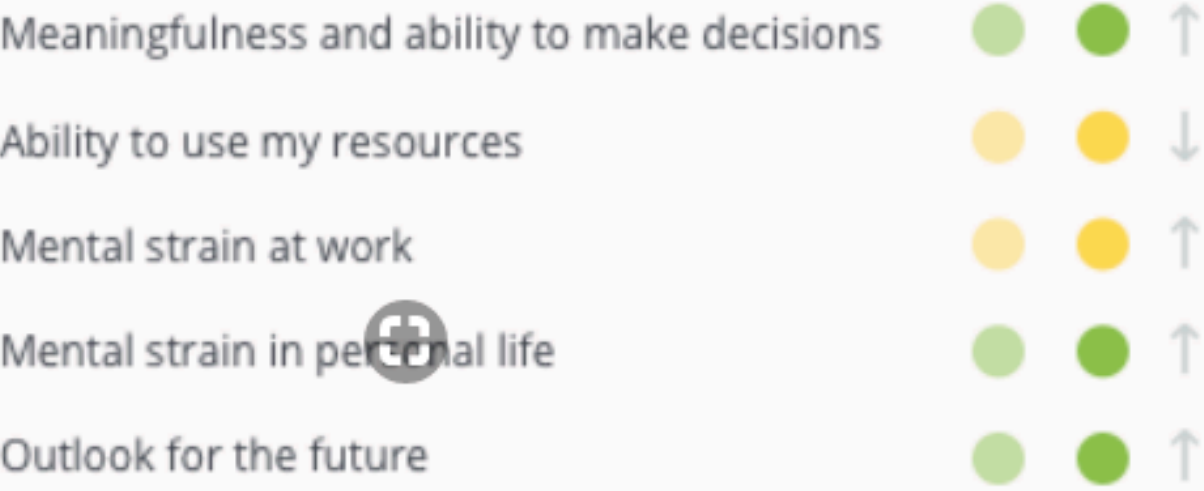


MIND



15% ↑

Change since last time



TOP 3 MOST ORDERED SERVICES

- 1. Mindfulness in small groups 145
- 2. Time management in sma... 100
- 3. Coping with a crisis 50

+ Show all services

TOP 3 HIGHEST RANKED: QUALITY

- 1. Coping with a crisis ★★★★★
- 2. Time management in... ★★★★★
- 3. Mindfulness in small... ★★★★★

+ Show all services

TOP 3 HIGHEST RANKED: USEFULNESS

- 1. Coping with a crisis ♥♥♥♥♥
- 2. Mindfulness in small... ♥♥♥♥♥
- 3. Ajanhallinnan ryhmä... ♥♥♥♥♥

+ Show all services

TOP 3 POSITIVE EFFECT ON INDEX

- 1. Coping with a crisis +70%
- 2. Time management in sma... +50%
- 3. Mindfulness in small... +30%

+ Show



Ask Me

TOP 3 SERVICE PROVIDERS

- 1. Mr. Zen ★★★★★
- 2. Mel Meditate ★★★★★
- 3. Terry Therapist ★★★★★

+ Show all service providers

SERVICE UTILIZATION RATE

70%

Have used

30%

Have not used

EFFECT OF SERVICE USE ON INDEX

+30%

Users

-5%

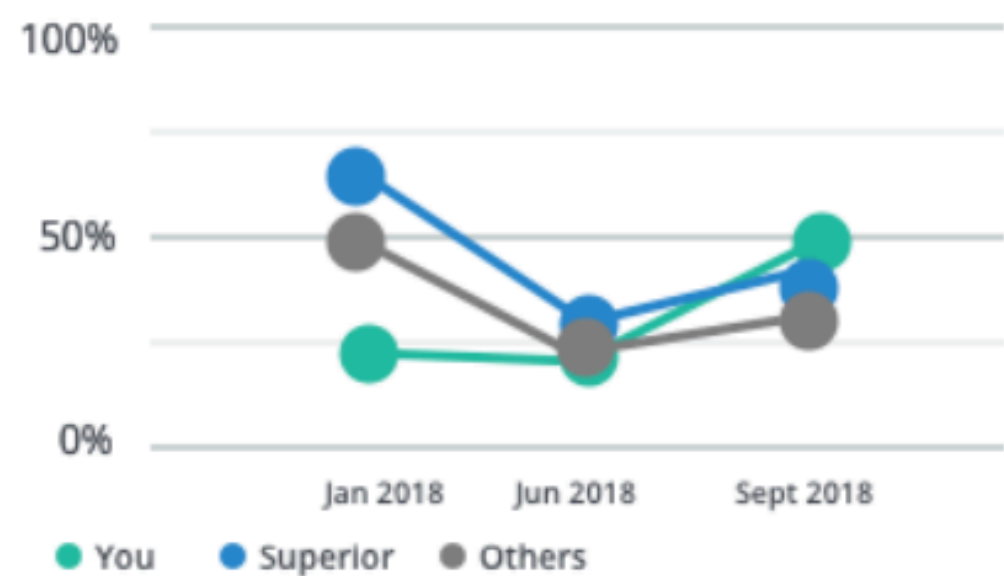
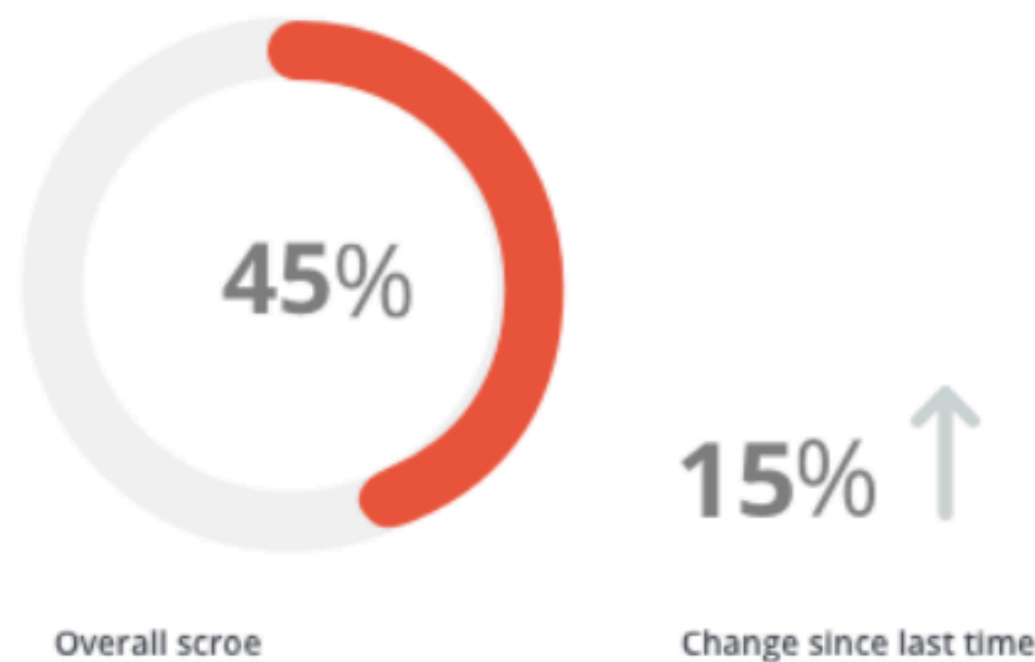
Non-users

ESTIMATED MAXIMUM RATE AT FULL SERVICE UTILIZATION RATE

55%



# Strategy understanding and implementation



- Understands key themes of the company strategy
- Understands key values of the company
- Implements strategy on a daily work
- Positio markkinoilla, asiakasymmärrys, strategiset kysymykset

You	Superior	Others
●	●	●
●	●	●
●	●	●
●	●	●

● Good ● Pay attention ● Improve immediately

My past service orders in this category:

You have not ordered any services yet from this category

⊖ [Hide services recommended to me](#)

UUSI

[Strategy in 3 minutes - webinar](#)

Need a quick recap of our strategy? Let our CEO take 3 minutes of your time to explain the main aspects of our current strategy.

★★★★★

UUSI

[Ask for advice](#)

Need advice with a problem or a tricky situation? Ask for personal advice from one of our service providers.

★★★★★

UUSI

[Speed coaching](#)

Need a new career direction? Something's not quite right but you're not sure where the problem lies? Let's join forces and determine your next move together.

★★★★★

Quack!

Ask M



# From self-direction to community-driven model











# Thank you! Get in touch!

[johanna.pystynen@vincit.fi](mailto:johanna.pystynen@vincit.fi)

[www.laas.fi](http://www.laas.fi)

**VINCIT**