

VINCIT

Past, Present, Future

Brief History of Vincit

Technology house

Known for its low hierarchical structure

Great Place to Work Winner

Europe's Best Workplace

LINEAR INFORMATION

In past, information (note, not data), was available only for select few

Only handful of people had grasp on overall situation and capabilities to solve those problems

Information however is very sensitive to subjective perspectives and communications

There was inherent need to create silos in order to function properly

DISTRIBUTED INFORMATION

Now, most of the information can be made available for everyone

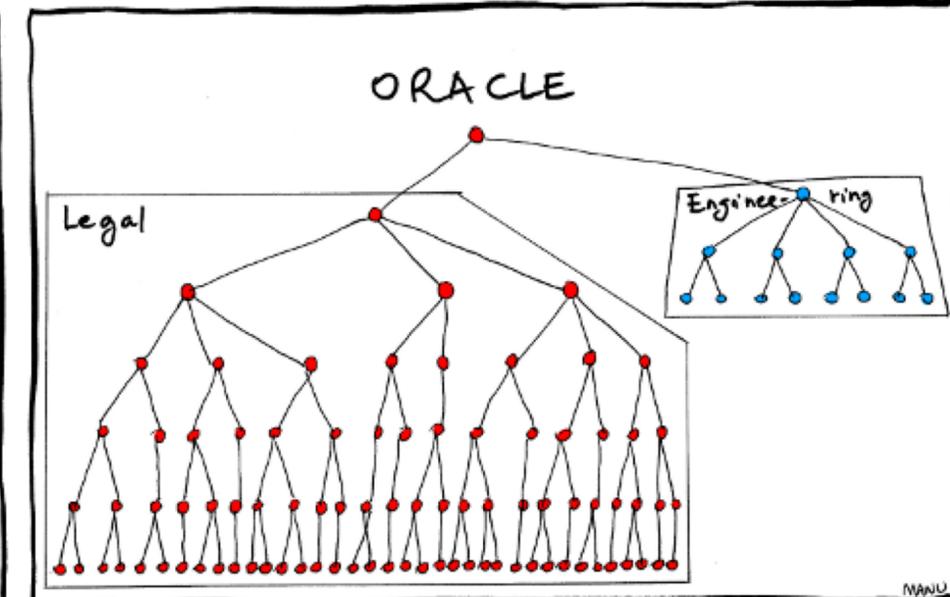
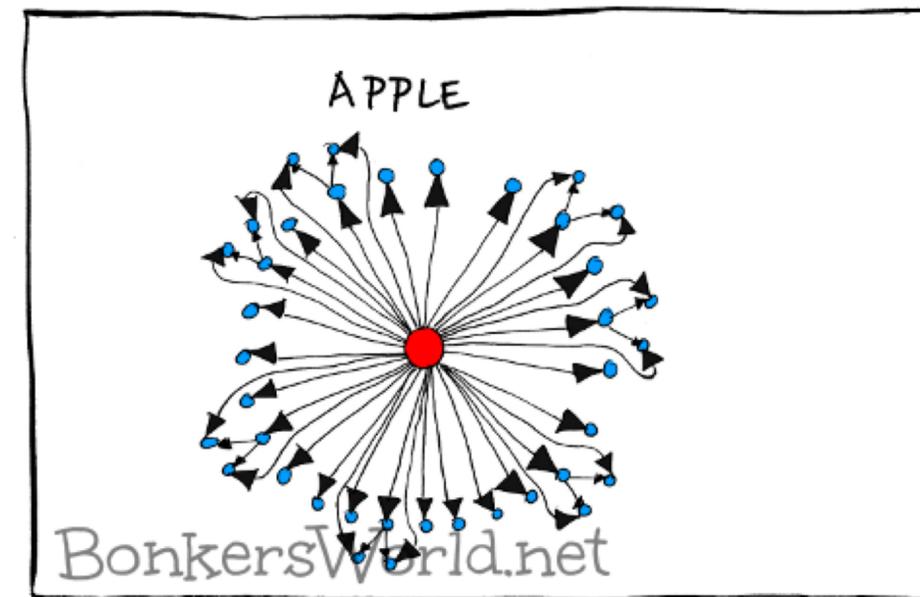
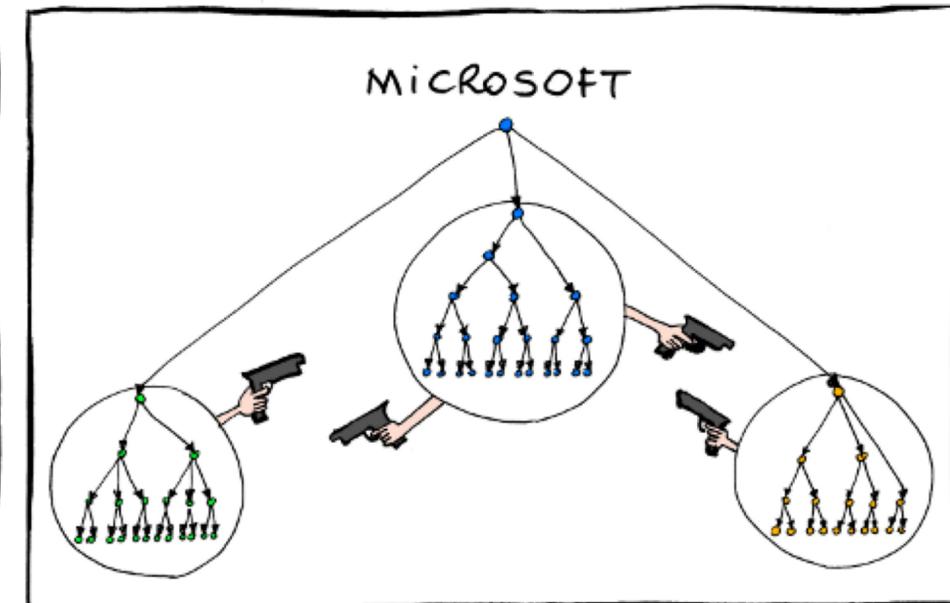
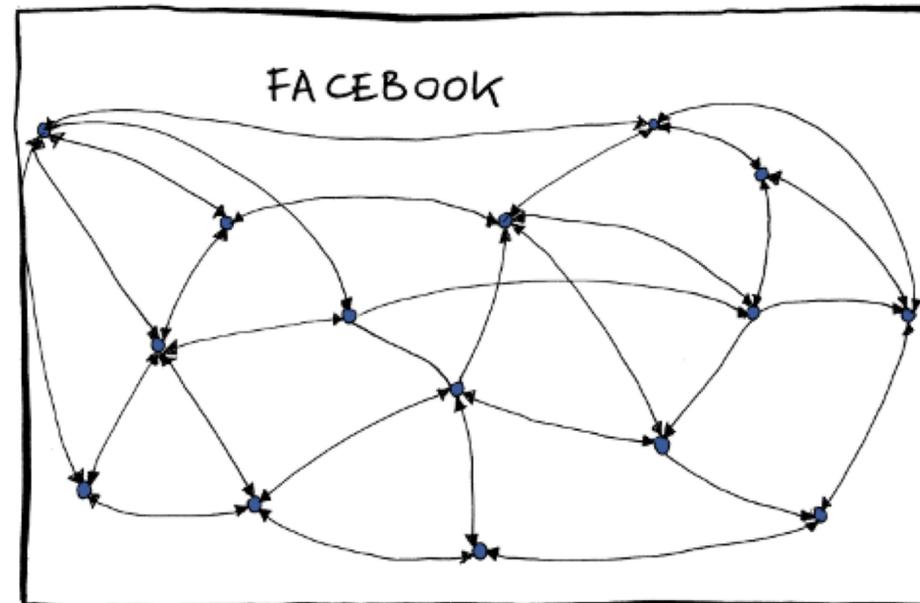
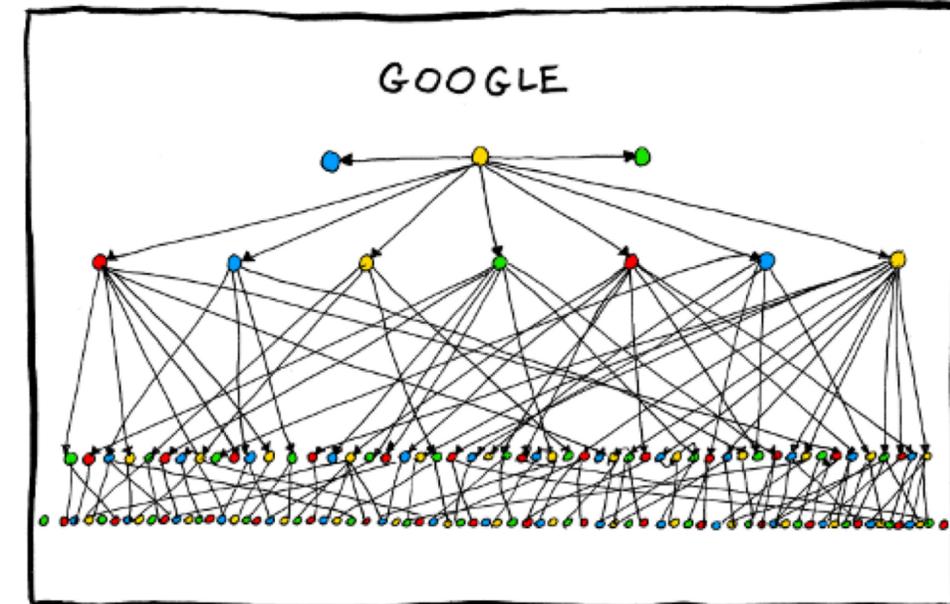
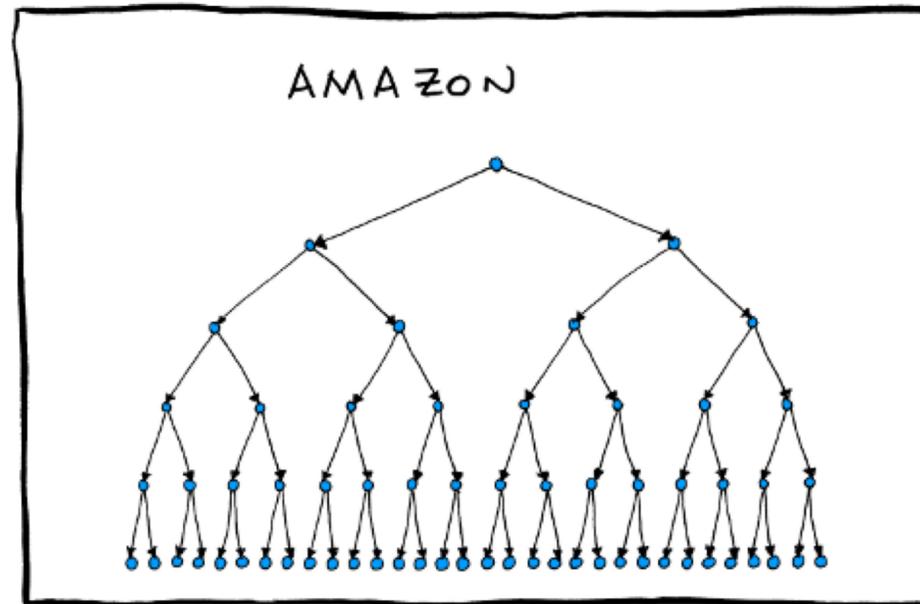
Enables specific task forces, which utilize this information (not tied to organizational hierarchies).

The amount of information however can have negative side-effects, as people need to filter the signals from the noise (act upon information you deem necessary for your success)

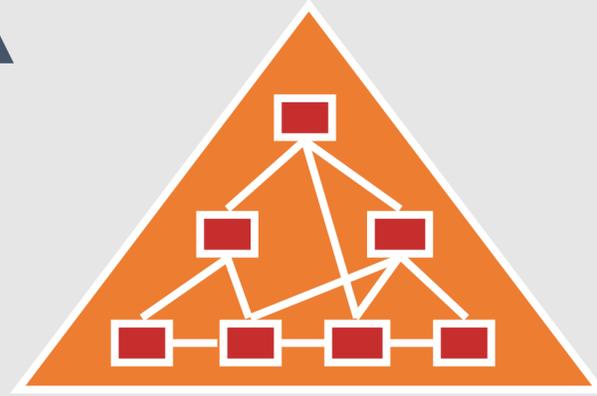
Traditional structures can be altered, and move towards structures where individuals are empowered to solve organizational systemic problems through trust, information and extreme ownership.

Organizational models

**SEVERAL
ORGANIZATIONAL
MODELS - EACH ARE
EFFECTIVE**



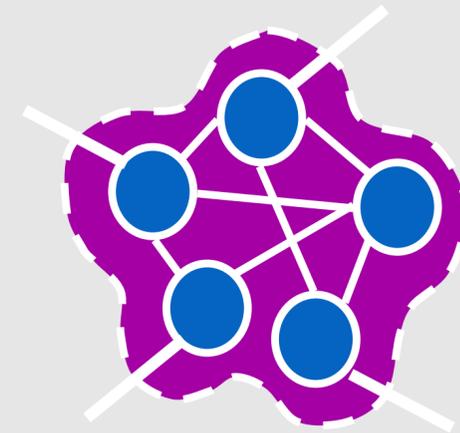
Community



Hierarchic network



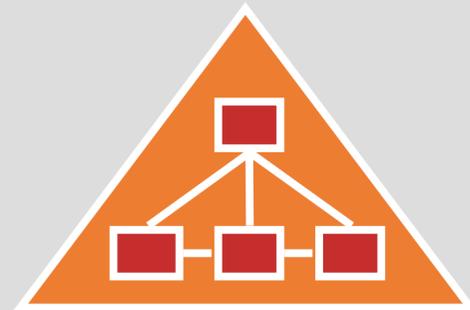
Team network



Self-managing network

Collaboration

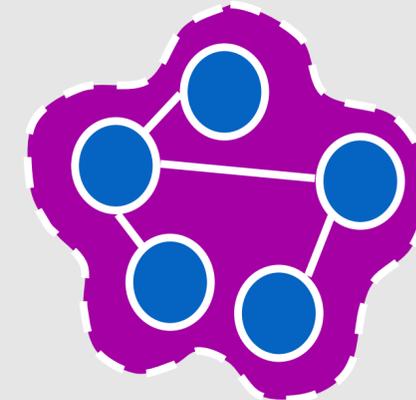
Team



Team hierarchy

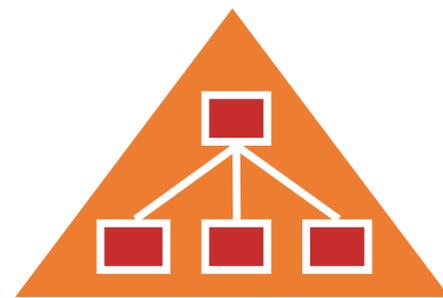


Team



Chaotic network

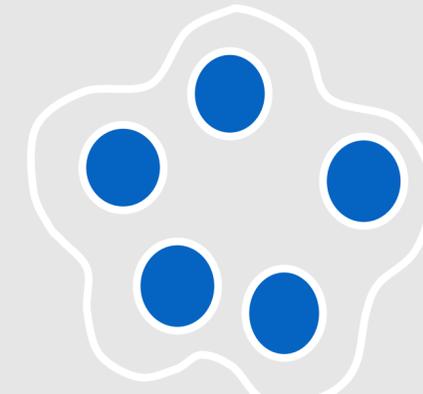
Individual



Hiierarchy



Leader-centered team



Separated network

External

Participatory

Internal

Leadership

How individual sees organization

Empowering leadership perspective

PROJECT ARISTOLE

Google did massive study on what creates a perfect team.

The most important factor in all areas of expertise they studied was Psychological Safety.

1

Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

Dependability

Team members get things done on time and meet Google's high bar for excellence.

3

Structure & Clarity

Team members have clear roles, plans, and goals.

4

Meaning

Work is personally important to team members.

5

Impact

Team members think their work matters and creates change.

PSYCHOLOGICAL SAFETY IN SHORT

Work is a learning process, not a performance process

Everyone, absolutely everyone, is fallable

Creating curiosity and welcome inquisitive culture

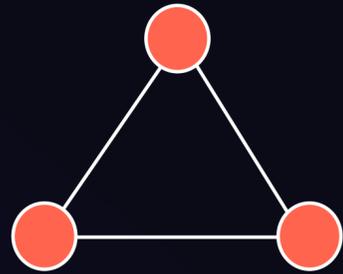
Team members must be able to handle critique, but criticism should always be contextual, not personal

Mistakes happen, and people take ownership of them, without fear of sanctions

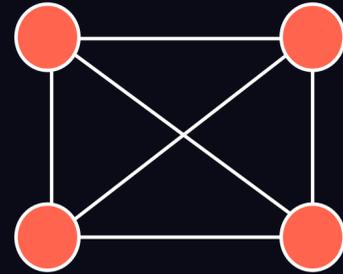
Every team members should be heard, no dominance effect

Importance of communication
(and organizational efficiency)

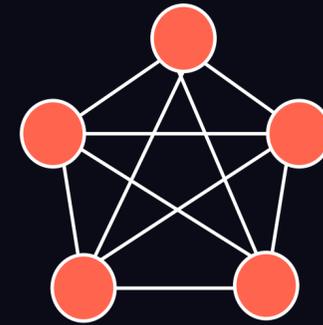
Difference between execution and being informed



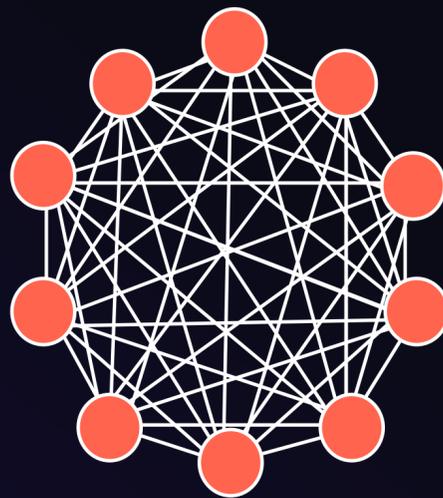
3 people



4 people



5 people



10 people

7 - 38 - 55

by Albert Mehrabian

Summary

Goals within Vincit that makes our decisions and strategies work:

Enhance individual autonomy, as it reduces decision making and creates performance leaps.

When decision making is accelerated, we can produce more value to our customers in shorter time period.

Individuals have control and influence in their own work, thus they enjoy work more and don't feel as stressed out.

“Which ever strategy organization chooses, if you look at it on large enough timeframe - it is a wrong one”

Thanks!

Remember to be humans

FOUNDER & CEO

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