

Vincit

Vincit Group Oyj in a nutshell

2007

Founded

350+

Employees

40 000

Service Users

300+

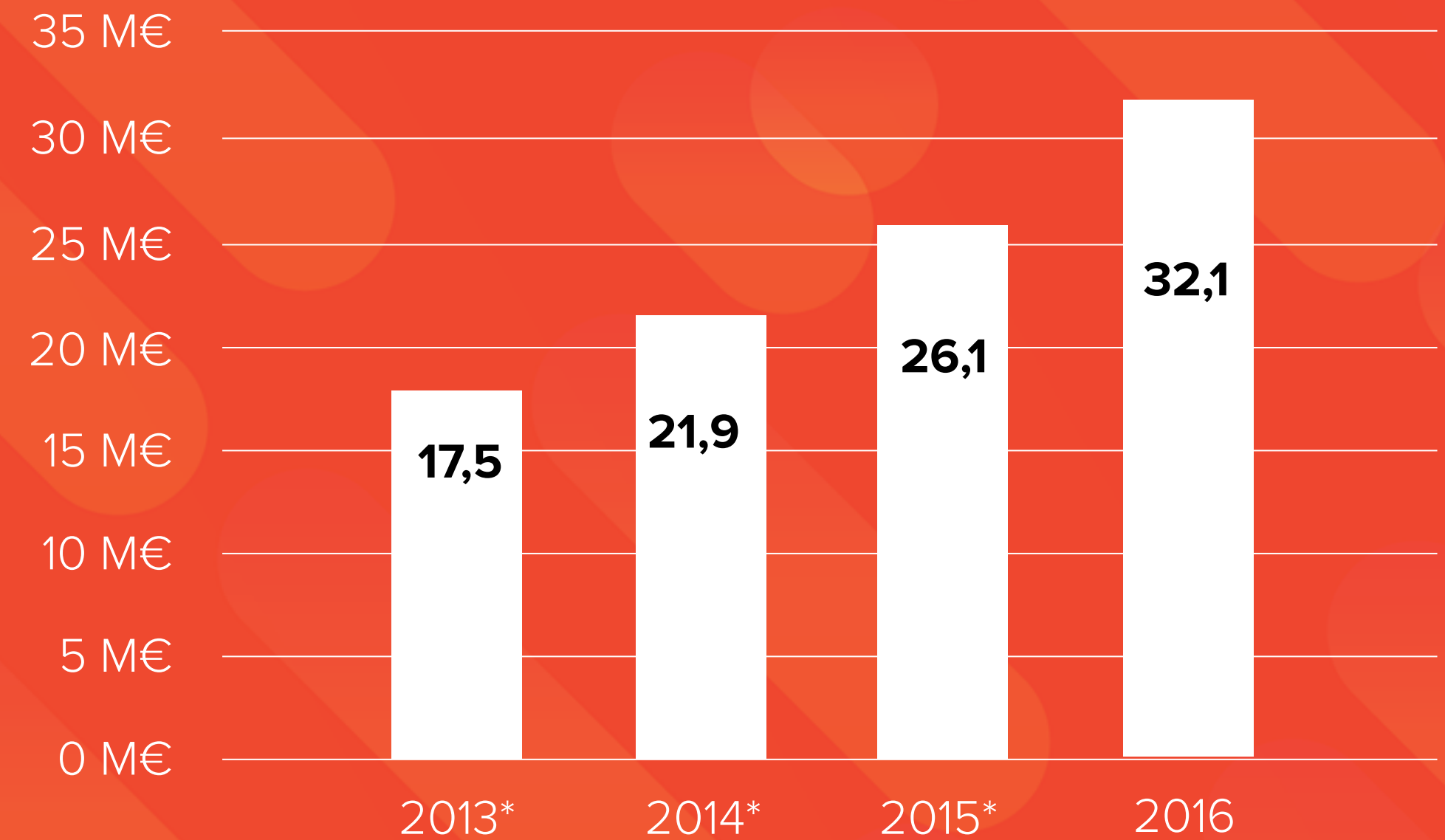
Successful projects



#1 Great place to work in Europe



#1 Great place to work in Finland (2014, 2015, 2016)



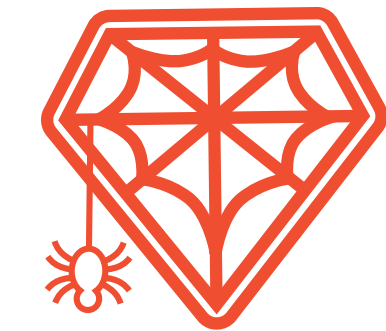
■ Revenue

We design and deliver digital services and solutions to server both business and end-user needs.

COMPETENCE



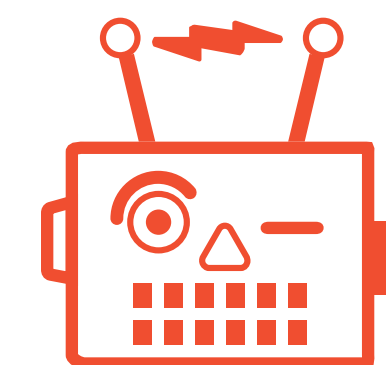
UX & UI & BUSINESS DESIGN



**WEB SERVICES
& SOLUTIONS**



MOBILE APPLICATIONS



EMBEDDED SYSTEMS

ABOUT CULTURE & ORGANIZATION

**“IT IS NOT THE STRONGEST OF THE
SPECIES THAT SURVIVES, NOT THE
MOST INTELLIGENT THAT SURVIVES.”**

**“is the one that
is the most
adaptable to
change.”**

**WE ARE FLAT ORGANISATION,
WE WORK INDEPENDENTLY
AND CO-OPERATIVELY**

**If you want to
climb the
organizational
hierarchy, we
are not the right
place for you**

**People will choose how they work and
what tools to use to achieve the best
results**

No Policy Policy

**Even though there are no policies,
there are still responsibilities and
requirements**

**CLAIM: Freedom makes
creative**

**STUDIES ABOUT
CREATIVITY**

**Ken Robison has
covered this
many times and I
urge to watch his
TED Talk**

“NOW THERE ARE TESTS FOR THIS AND THEY GAVE THEM TO 1,600 PEOPLE – IT WAS IN A BOOK CALLED *BREAK POINT AND BEYOND* AND ON THE PROTOCOL OF THE TEST, IF YOU SCORED ABOVE A CERTAIN LEVEL, YOU’D BE CONSIDERED TO BE A GENIUS AT DIVERGENT THINKING.”

On kindergarten children, the test said 98% were on genius level.

**SO THEY RE-TESTED
THE SAME CHILDREN
FIVE YEARS LATER, AT
AGE 8-10.**

**On young
children, the test
said 50% were
on genius level.**

**SAME TEST, SAME
GROUP, CHILDREN
WERE AT THE AGE OF 15**

12%

**SAME TEST, GROUP OF
280 000 ADULTS, AGE
OF 25**

Only 2%

Summary: Formal education and restrictions most likely will kill your creativity and your way of thinking

**Tools to guide self-management and
reducing leadership bottlenecks**

By enabling people to be free and creative at workplace, we, at least, can hope that the company (Vincit) isn't making them more stupid. Hopefully they will flourish again.

No such thing as spare time

No such thing as free time

No such thing as down time

All you got is life time

***Henry Rollins**

**Thanks,
May clap, sing or ask questions**

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