



Hanno
Nevanlinna
@HannoNevanlinna

futurice

LEAN SERVICE CREATION



Hanno Nevanlinna

Director of Culture

Service Innovation Coach

Hanno is one of Futurices founders. He's walked the path from a startup to an international company.

During years 2004–09 he innovated, planned and built Finland's largest photo sharing service Kuvaboxi, 2008–2010 he founded the Futurice UX consultant team and during 2010–13 he led as head of HR Futurice to be the first company ever to be selected as Europe's best workplace twice in a row.

Currently Hanno talks and teaches companies how culture and organizations are in the key role building successful digital services.

Father of the Year, 2014.



[@hannonevanlinna](#)
Hanno.nevanlinna@futurice.fi

- Strategy
- Innovation
- Agile Methodologies
- Software Project Management
- Concept Design
- Human resources
- User Experience

WHAT WE DO**WE WORK WITH OUR CUSTOMERS ON THREE LEVELS**

Developing, scaling and operating digital services

Creating new services and business models

Creating a lean & agile culture that enables innovation

**We build.
We innovate.
We help our clients succeed.**

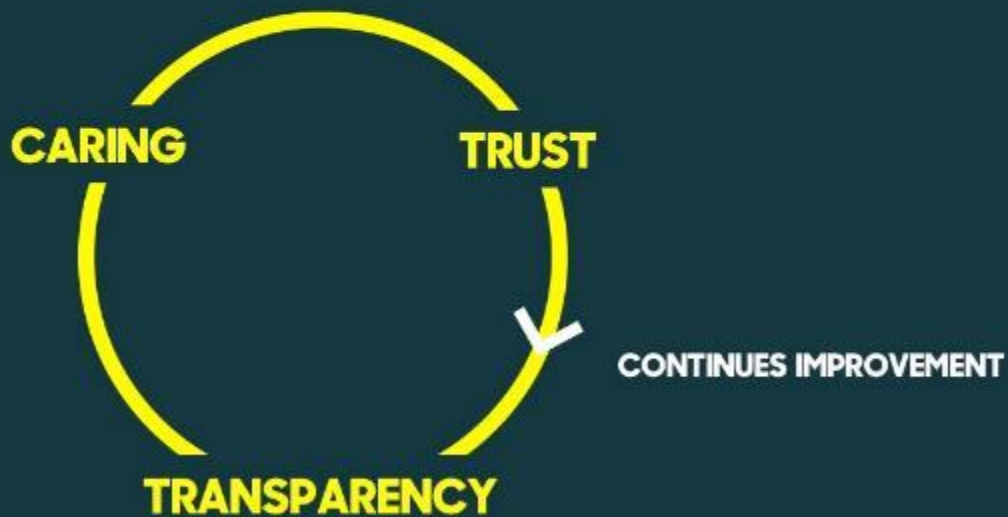
- Founded in **2000**
- **300 employees** from 18 countries
- Europe's **best** workplace 2012&2013
- **8th** year in a row profitable growth
- YOY growth **30%**





**Leadership model to
empower the people**

Values as Managers



**TRUST IS GIVEN
NOT EARNED.**





WHY.

**LOVE THE
PROBLEM**
NOT THE SOLUTION

futurice





ASK

Positive
Feedback

Europe's best
workplace
2012 2013

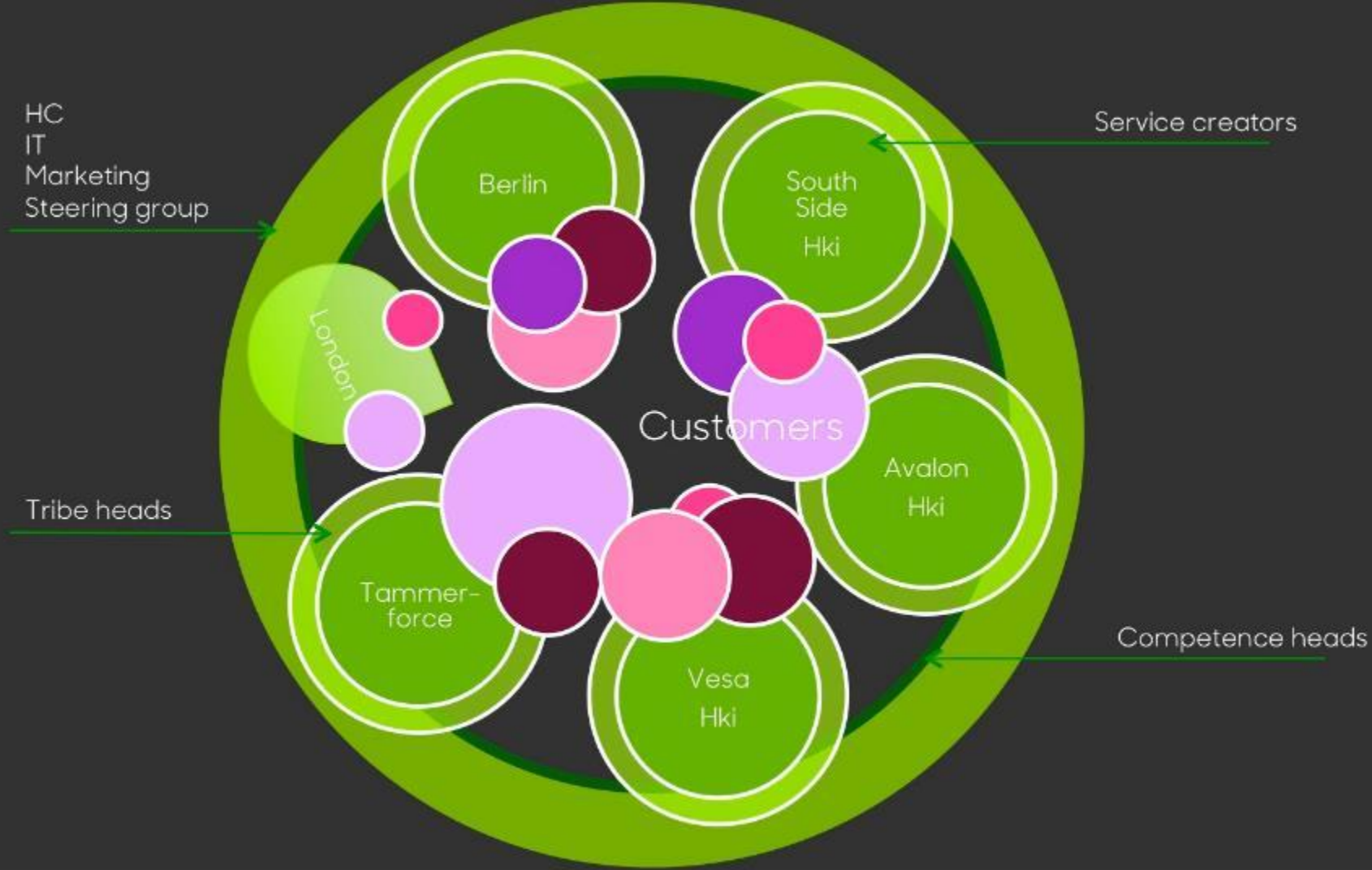
ASK WHY.

ASK
FEEDBACK.

FINLAND'S
BEST
WORKPLACE
2013

Positive
feedback
gives me
superpowers!

It's all about
marketing

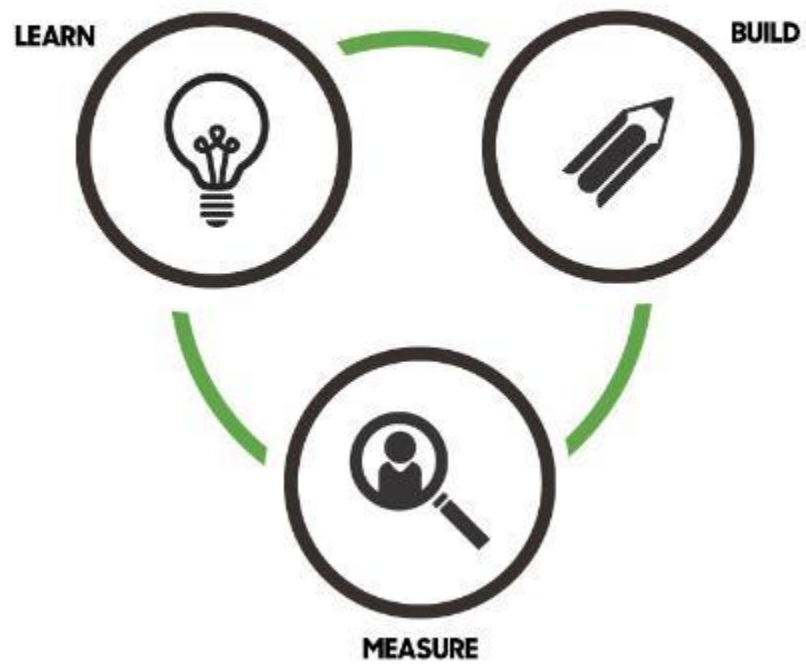


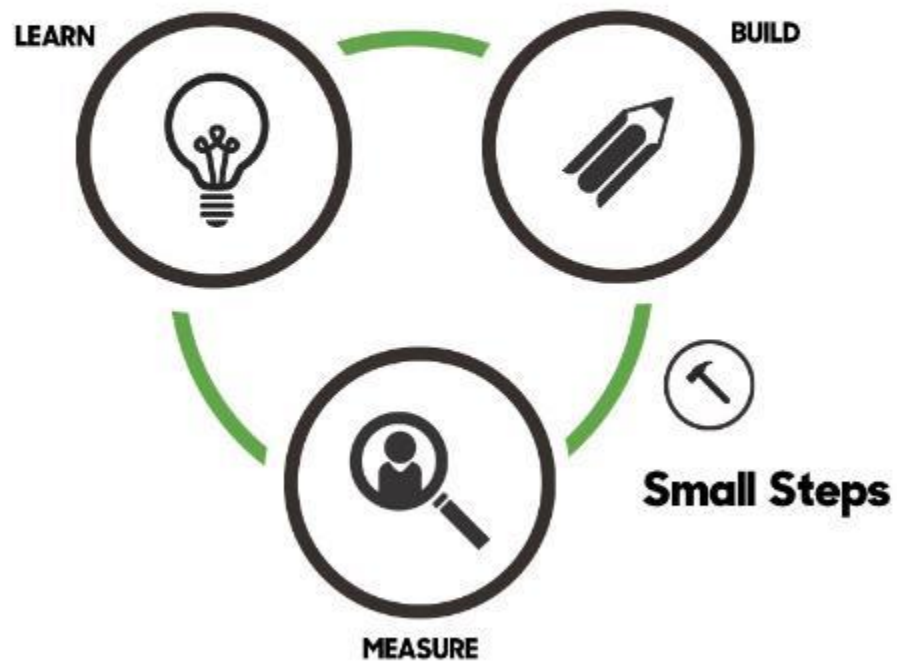


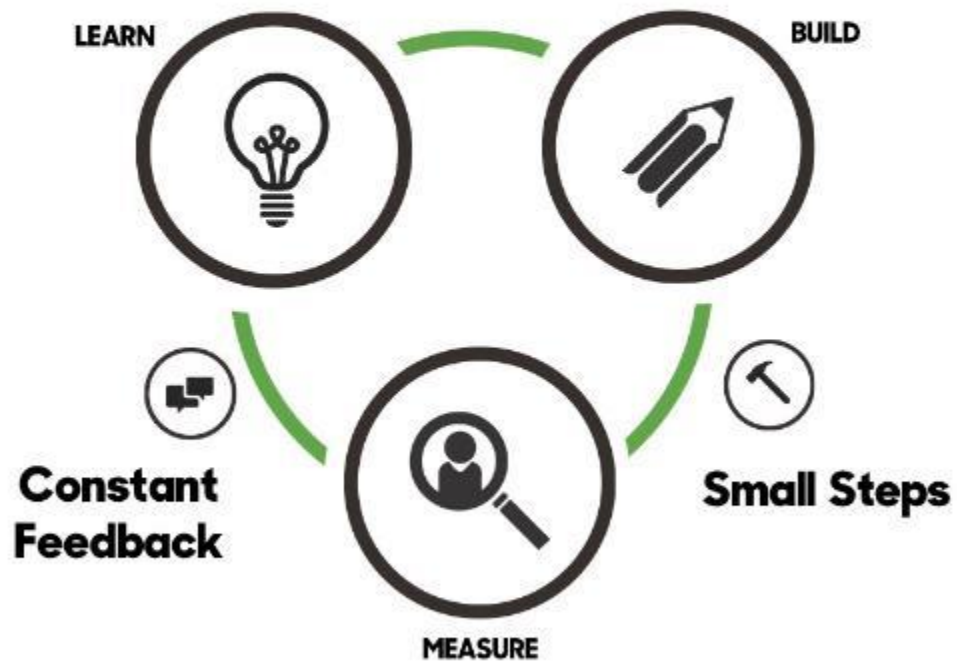
FEEDBACK.



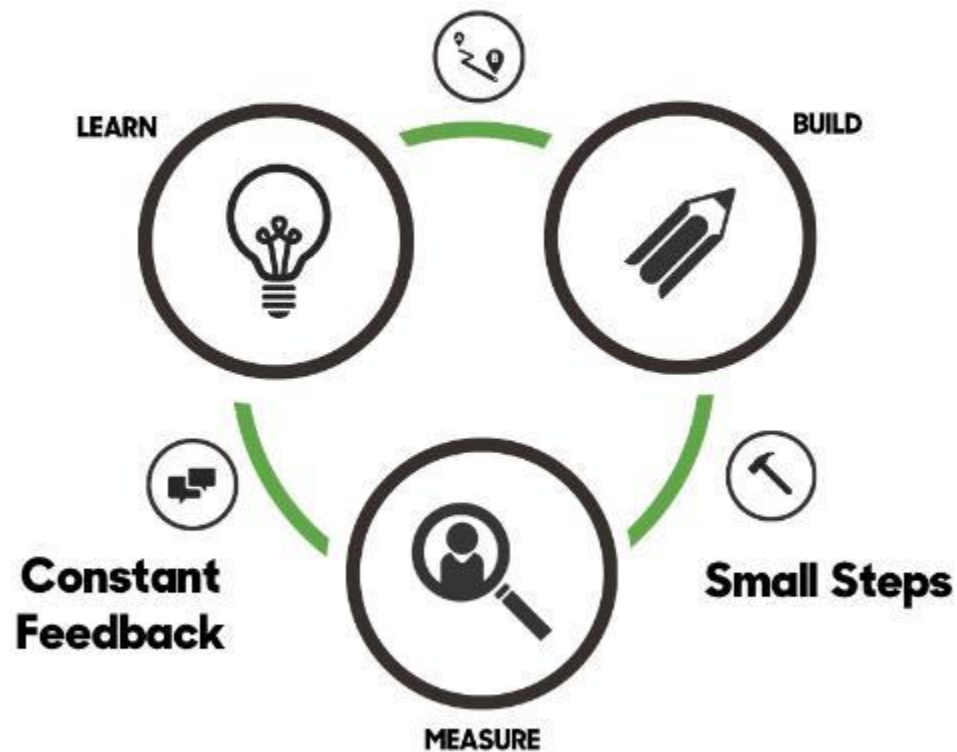
**Positive
Feedback**



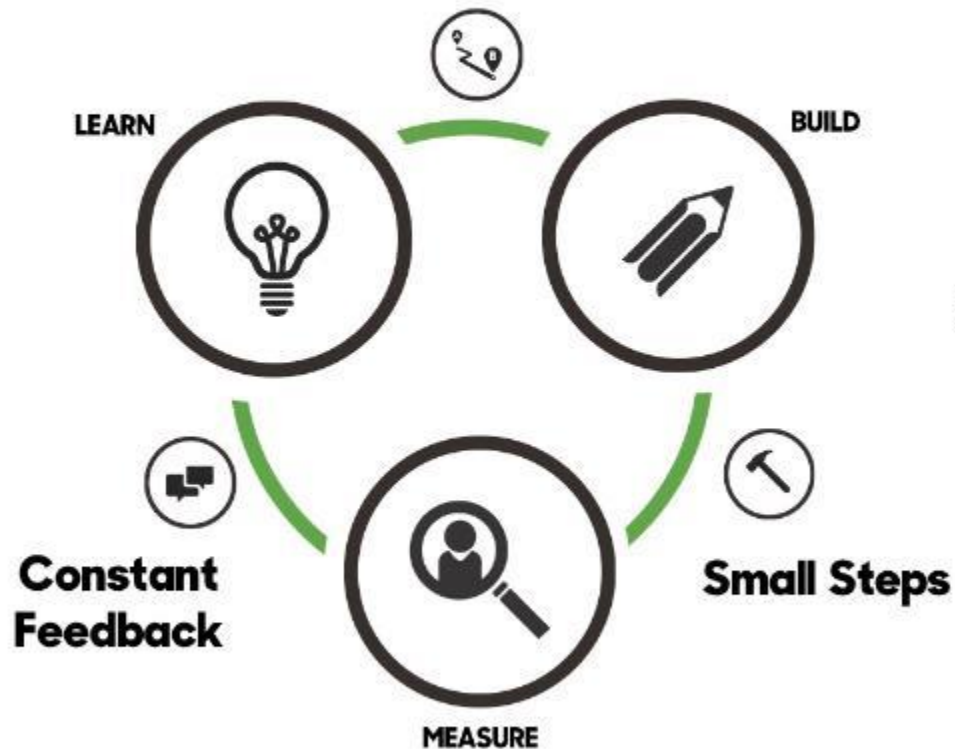




Constantly Visible & Tangible Goal



Constantly Visible & Tangible Goal



**Meaningful and
>> motivating
work.**



ASK WHY.