

# Towards international Inderes.

- 1 Co-led organization supporting growth
- 2 Career and development opportunities
- 3 Strengthening diversity

*“Get the right people  
and keep the right people”*



**Inderes Playbook describes our  
co-leadership organization model  
and culture.**

**At Inderes, people have space to be human.**

# Co-Led Organization.

All about freedom and accountability

Teams define their

- Goals
- Quality
- Work processes
- Priorities, projects and roles

Teams are responsible for their financials. They recruit, onboard, and build competences to grow their businesses.



# Organization that performs with rapid change.

Our people care about their work

Long customer relations  
Engaged investor community  
High employee engagement

Sense and respond

Adapting to market changes  
Continuous learning

Focus on transparency of information and cross-collaboration

Minimal bureaucracy and organizational layers

Organization model that is scalable and culture that evolves with new geographies

Culture fit and add in both organic, and inorganic growth

## Journey towards international Inderes.



- Strengthening a diverse and inclusive culture, with equitable practices, where people feel safe, comfortable and accepted
- Automation of manual processes, allowing professionals to use their resources for customers and qualified work
- High employee engagement supported by employee ownership and new Inderes Employee Share Saving Program
- Culture development, competence building and knowledge transfer across teams

# *Räntä på räntä!*

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