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# Case: Tieto

# Improved and Globally Aligned Way of Performing Daily Leadership.

Tieto has digitalized and unified its target-setting, performance appraisals, remuneration schemes and succession planning procedures in a project that was carried out in collaboration with Aditro. In the project, SuccessFactors Business Execution software was rolled out globally throughout the entire organisation.

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Tieto is the leading IT service company in Northern Europe providing IT and product engineering services. Company with 18 000 experts was in need to create and implement more effective processes and a global tool for strategy execution to support performance based rewarding.

Working in several countries and changing business environments, it is necessary to support united culture and leadership by enabling transparency in target setting, pay for performance and competence development.

"Unless the organisation has a common, well communicated direction, everyone will do what they see correct as best they can. The worst is to have mutually conflicting goals within the organisation."

**Competences of 18 000 persons mapped**

SuccessFactors solution has helped the company clarify the links between targets, performance appraisals and rewarding. Now the employees can better influence their own competence development and professional growth and thereby also to the specific remuneration models that apply to them. This gives the management more detailed knowledge of the skills and competencies the employees.

Tieto has now globally more transparency and more harmonized people performance management processes in place. Instead of several processes and manual procedures there is one, globally agreed way of performing daily leadership.

SuccessFactors solution makes it easier to link the goals with business needs and Tieto strategy. Also, a more systematic approach to identify and develop talents in Tieto has been introduced. The new solution comes alive in daily communication supporting each individual's professional learning and growth path.

## Customer Benefits

- Fast Target setting aligned with strategy
- Immediate feedback of performance in different levels
- Unified compensation framework across the countries and units
- Employees understand more clearly how goals, performance and compensation are linked to each other in Tieto
- Enhancing commitment and common culture across Tieto by offering relevant HR information for managers, HR and employees

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