



# Smart ways to work and happy people

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# Trends affecting our business and people

Customer

Sustainability

Digitalisation

Meaning of  
work





# Our focus: Smart ways of working and happy people

## YIT People Vision

OPEN AND INVOLVING  
MINDSET

SMART WAYS OF  
WORKING

EMPOWERED PEOPLE  
AND TEAMS

WINNERS IN PROJECT  
DEVELOPMENT AND  
MANAGEMENT

## Per working day

~6 new hires    ~60 introductions

# Smart ways brought to everyday work, skilled people are a necessity

## Examples

- WOW and innovativeness
- Values as base for all people processes
- Partner cooperation (e.g., Partner days)

- Quick decision making
- Digital tools
- Best practices

- Successful and diverse recruiting
- Excellent trainee programs
- Building teams with spirit

- Safety and high quality as a base
- Professional project skills and support
- Capabilities for new business models

**~1,000**

participated in  
a leadership program

**30%**

more applications

**Office365**

access for everyone

**82%**

engagement index

**~700**

trainees recruited

**99%**

trainees happy  
with YIT

**50%**

balance with experience  
and new talents



Together  
we can  
do it.



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# Disclaimer

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