

Case Halton

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INNOFACTOR®



Halton - Enabling Wellbeing

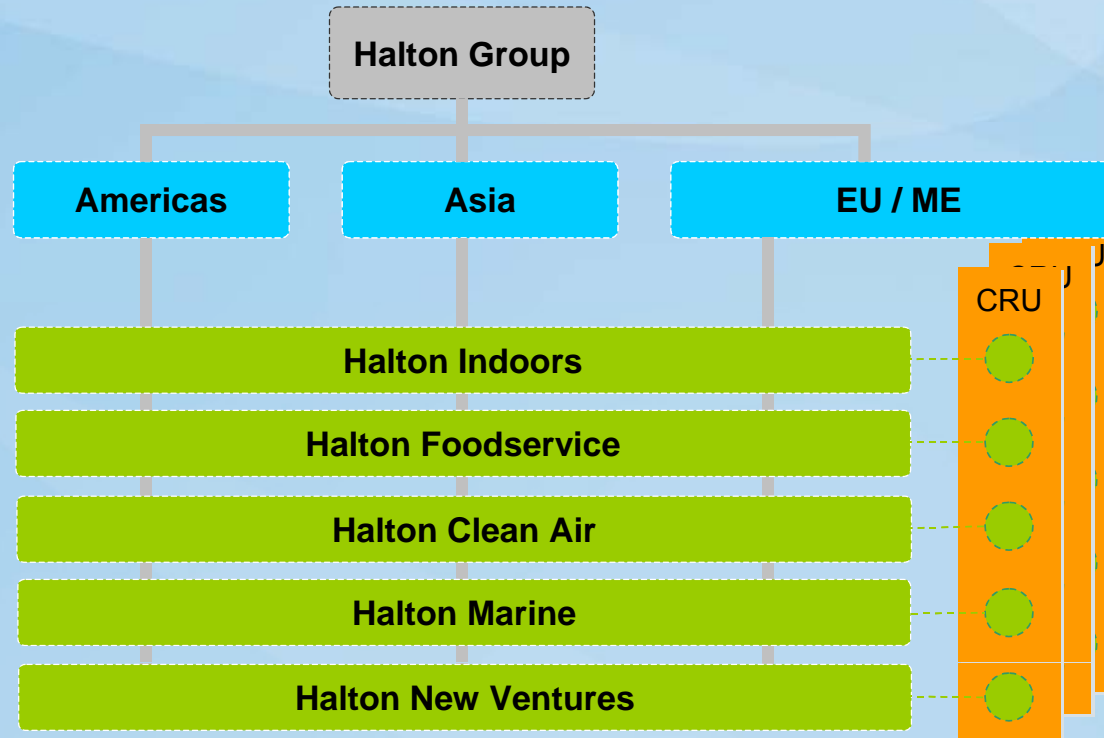
Halton is an indoor environment specialist that offers business enhancing products, systems and services for energy efficient and safe environments for customers who care about the wellbeing of people. Halton is involved from design to building use and focuses on creating indoor environment experiences for people.

Halton Group Briefly

- Founded in 1969
- A family-owned company
- Turnover in 2009 148 M€
- Personnel 1100
- Operations in 23 countries
- Vision is to be the global value leader and first choice partner for all focus segments.

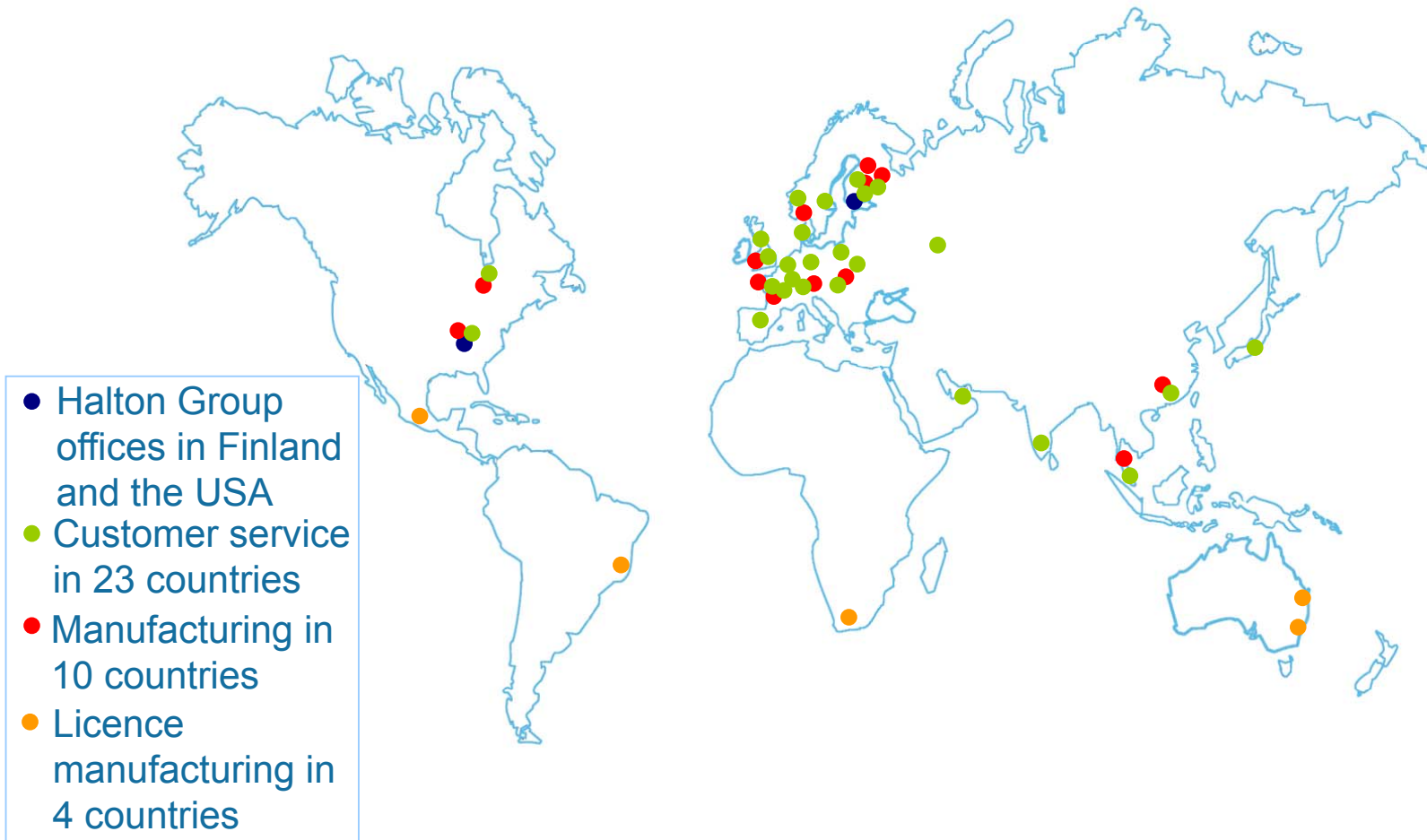


Group Structure



1/ Courtesy of Statoil

Geographical Reach

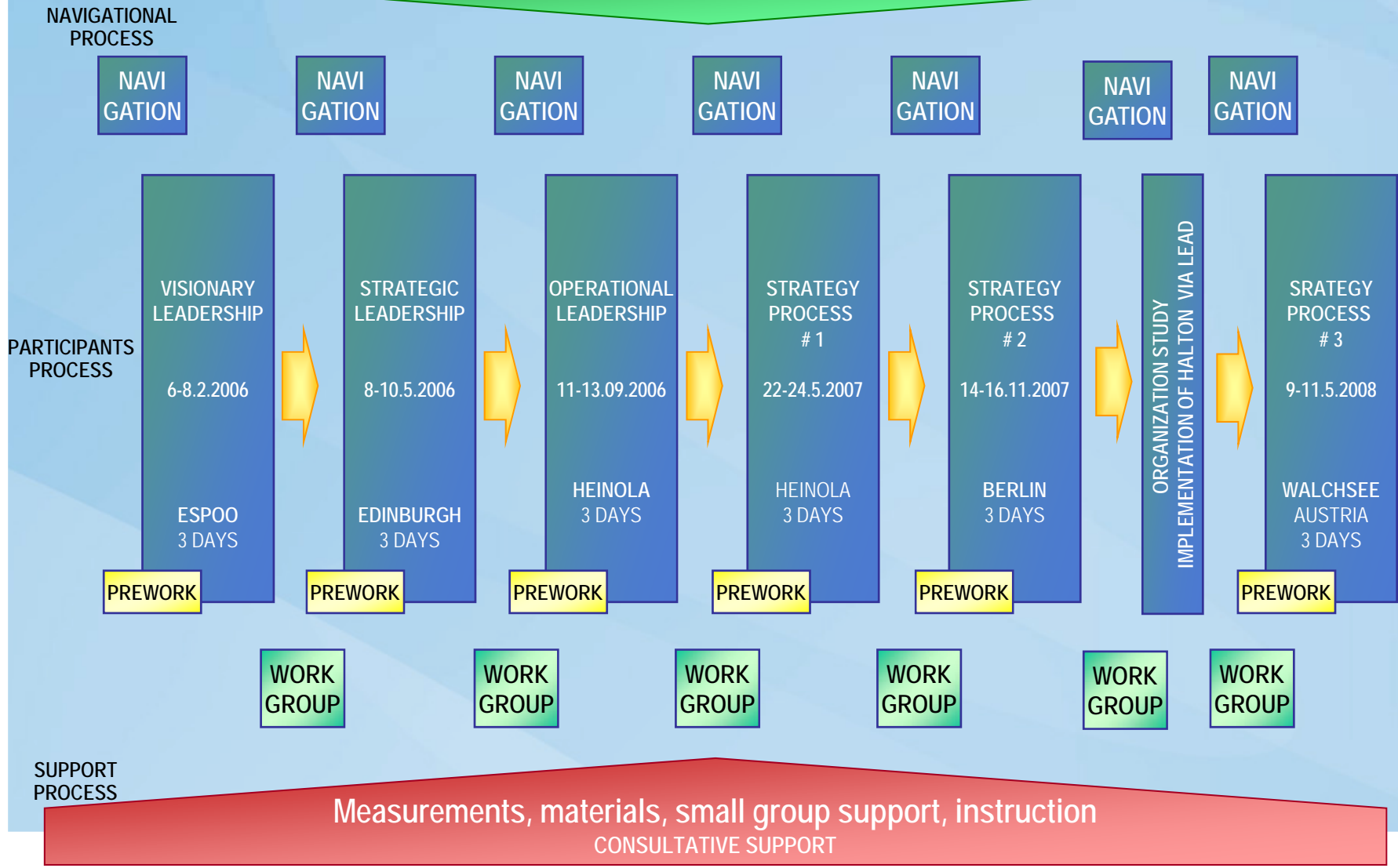


Leadership Challenges

- Different business, but “one Halton”
- Matrix organization
- Fragmented organization in 23 countries
- Cultural change from separate units to teamwork and interdependence
- Standardization of measurements

HALTON LEADERSHIP IN ACTION PROGRAM 2006-8

HALTON GROUP STRATEGY



How we are winning these battles

- Common language
- Halton Group's strategy gives a framework to Business Area's strategy.
- Clear and common message to all employees what we should accomplish, what are the goals and how we are going to achieve them and what Halton Strategy means to Me.
- Basic measurements in all units are common.
- Navigation of performance in all organization levels according Halton Planning cycle
- Strategy is documented and it can be navigated regularly according VIA Process
- Transparency increases interdependency and co-operation
 - “ We all live in the global Halton team”