

Delfoi Academy II

Final Paper

AUTHOR

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TITLE

How does Finnish management style work globally, particularly in Asia

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STUDY IN BRIEF

The main objective of this paper was to examine what are the special elements of the Finnish management style that make Finnish companies global leaders, and particularly in Asia.

Data for the study was collected through questionnaires that were sent to respondents via emails during June and July 2007. Total of 11 people answered: 3 Wärtsilä's Finnish employees, 4 Wärtsilä's Asian employees and 4 Wärtsilä's Asian clients.

The key findings are grouped under following themes: 1) key strengths of the Finnish management style, 2) key development areas in the Finnish management style, 3) cultural differences between Finns and other Westerners, 4) similarities between Finnish culture and Asian cultures, 5) Finnish values, 6) understanding clients' needs, 7) communication and motivation skills of Finnish managers, and 8) role of Finnish roots, secret weapons in global competition.

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