

ENSTO LEAD – A GLOBAL LEADERSHIP CULTURE



Saves Your Energy

Ensto Group is an international family business which designs and provides smart electrical solutions to improve the safety, functionality, reliability and efficiency of smart grids, buildings and transportation. Ensto was founded in 1958 by Finnish engineer Ensio Miettinen. Today Ensto employs ca. 1,600 passionate professionals in Europe, the USA and Asia.

THE CHALLENGE

World-class performance and Best Employee Experience requires excellent leadership skills.

The overall objective was to create globally a common leadership culture by shared mindset of Ensto's strategy & values; to have and develop excellent Managers and Leaders to support the overall strategic agenda of Ensto for the next coming years.

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THE SOLUTION

Ensto's vision, values, strategy and policies are the guidelines for the Ensto LEAD program. The program is targeted at developing Ensto's managers' leadership skills and increasing synergies between Ensto's functions.

Ensto Group tailored the Leadership development program Ensto LEAD for all Ensto's superiors in co-operation with Mercuri International to utilize the existing experience of the managers; enable learning from others to find the best practices and provide the most recent knowledge of management/leadership, organization development and learning.

The learning methods in the program are interactive and discussion-oriented, including practical tasks and team exercises.

The training took place in different countries with local trainers (to consider the culture and language) first during 2011–2014. Mercuri's good international trainers' network enables local trainings with the same message to all and keeps the same high level everywhere.

THE RESULTS

Katrin Joala, Director, Group HCM says:

“Ensto LEAD program is Ensto's common management development program for managers. It is driven by a need to build a common way for developing competencies of managers in every country where Ensto operates.

The feedback from all interest groups, management, participants and employees, have been exceptionally positive. The clear improvement of our superior work can be seen in the results of the employee engagement surveys.

The rollout of Ensto LEAD superior program has now in 2017 reached more than 200 managers and team leaders since 2011, and the program continues.

Cooperation with Mercuri has been very good and close, just to mention their ability to listen our needs - react quickly and flexibly to adjust according to the detected needs during the process.”

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More detailed information of the case and contact information available on request.