

WMS-Tilit – Financial Administration

Abstract

Auxiliary tradename - WMS-Tilit's values and managerial competencies to develop international **Stargames**®



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WMS-Tilit's values and managerial competencies

When working towards our mission of becoming world's leading accounting and consultancy enterprise on the accounting and auditing of our client business, our actions are guided by our corporate values which service as the principles underlining how we work and how we behave.

Values

1. Transparent

We are open and transparent in our actions and decisions-making. We are easy to understand and to approach.

2. Independent

We are independent from all external interests and impartial in our decision making. We consult members of the professional community openly and when necessary before taking many of our decisions.

3. Trustworthy

Our decisions are science based, consistent and impartial. Accountability and the security of confidential information are cornerstones of all our actions.

4. Efficient

We are goal-oriented, committed and we always seek to use resources wisely. We apply high quality standards and respect deadlines.

5. Committed to well-being

We stimulate the safe and sustainable use of business to improve the quality of life of all citizens in Europe and the environment.

These values are embodied in our everyday work through the competencies we exhibit, and none more so than through the competencies of our management team. These observable behaviors, knowledge, skills, abilities, and attributes are summarized by WMS-Tilit's six managerial competencies and moreover MBA competencies that contribute to effective job performance at the leadership level.

Competencies

1. **Leading and supervising** – Takes and exercises leadership. Initiates action, gives direction and takes responsibility.
 - Provides others with a clear direction
 - Sets appropriate standards of behavior
 - Delegates work appropriately and fairly
 - Motivates, empowers and trusts others
 - Provides staff with developmental opportunities and coaching
 - Recruits staff that fit the organizational requirements and culture

2. **Relating and Networking** – Communicates and networks effectively. Successfully persuades and influences others. Relates to others in a collaborative, confident and relaxed manner.
 - Establishes good relationships with customers and staff
 - Builds wide and effective networks of contacts inside and outside the organisation
 - Relates and cooperates well to people at all levels, avoiding `silo mentality`
 - Manages conflict effectively and respectfully
 - Uses personal style appropriately to enhance relationships with others

3. **Analysing** – Shows evidence of analytical thinking. Gets to the heart of complex matters and issues. Applies own expertise effectively. Quickly learns new technology. Communicates well in writing.
 - Analyses and assesses the impact of data and other sources of information
 - Breaks information into component parts, patterns and relationships
 - Probes for future information or greater understanding of a problem
 - Makes rational judgements from the available information and analysis, examines consequences of intended action
 - Produces workable solutions to a range of problems
 - Demonstrates an understanding of how one issue may be part of much larger system

4. **Formulating Strategies and Concepts** – Open to new ideas and experiences. Seeks out learning opportunities. Handles situations and problems with innovation and creativity. Supports and drives organizational change.
 - Works strategically to identify opportunities to realize organizational goals
 - Sets and develops strategies, as appropriate
 - Identifies and develops positive and compelling visions of the organization's future potential
 - Takes account of a wide range of issues (including financial and environmental impact) across, and related to, the organization

5. **Adapting and Responding to Change** – Adapts and responds well to change. Manages pressure proactively, effectively and copes well with setback, while maintaining a positive outlook.
 - Promotes and champions change
 - Accepts new ideas and change initiatives
 - Adapts interpersonal style to suit different people or situations
 - Shows respect and sensitivity towards diversity
 - Copes well with ambiguity, making positive use of the opportunities that it presents

6. **Working with People** – Supports others and shows respect and positive regard for people in day-to-day workplace situations. Achieves results through strong people management by working effectively with individuals and teams, stakeholders and staff. Behaves consistently and with authenticity in accordance with the organizational mission, values and people principles.

- Demonstrates an interest in, and understanding of, others
- Adapts to the needs of the team spirit
- recognizes and rewards the contribution of others
- Listens, consults others and communicates proactively
- Supports, engages and cares for others



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