



Decision Making in Futurice

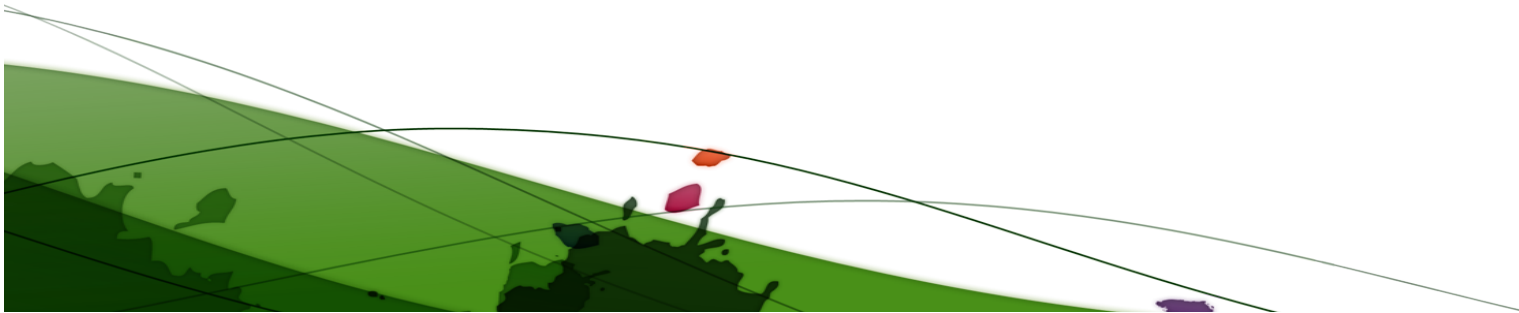
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Principles

- › Everybody has the decision making power
- › Everybody has the obligation to make good, transparent, and fair decisions
- › Decisions to be evaluated having 3x2 in mind



Decision Making HOWTO



Bigger decision with a DL that affects about everyone

- › Draft a proposal, notice in Yammer+email+chats
 - › «Anything that could be improved in the proposed way?»
 - › Description of the decision making process
 - › DL, after which decision



Smaller decision with a DL, affecting a definite group of people

e.g. Event sponsoring
Investing in trainings

- › Have a decision proposal, send it to the right forum
 - › Sponsorings: marketing, ...
 - › No good forum? Fallback: CEO
- › Unless no one opposes before the given DL, the proposal turns into a decision



Personal decisions affecting mainly yourself

e.g. Buying SW/HW
Going to a conference

- › Check existing policy if available
- › Talk to the relevant persons to give opinions and reflect
- › Share your decision with other relevant people
 - › Maybe it would be a good idea for others, too



Development of complicated things, no definite DL

e.g. Marketing things
Choosing an IT system
Futu employee NDAs
Futubonus

- › Choose a benevolent dictator or a small group
 - › Responsibility
 - › Has the final word, but listens to opinions
- › Possible tools: «Round table» or Open Space for hearing opinions
 - › You didn't show up? Ok, but then don't complain



Improvement themes: may not necessarily have an end

e.g. "Reference" stacks, models etc.
Strategy work
This one 😊

- › Depends on a definite owner to maintain development
 - › Otherwise the theme, if important, will die out just to rise repeatedly from the dead again later, ad infinitum
- › No owner? => Maybe theme not important enough



Internal service development with a biz need

e.g. IRMA
Job fair
Yammer

- › Needs a product owner
 - › Mapping internal biz needs to a service
 - › Otherwise the system may fall into oblivion later and should probably not have been set up in the first place

