



Andreas Persson
Titel: Talent Manager.
Education: Human Resources, Stockholms universitet.

Andjela Kusmuk
Titel: Key Account Manager.
Education: Industriell ekonomi, Produktutveckling, Jönköpings Universitet/Chalmers tekniska högskola.

Carolina Onsbring
Titel: Consult.
Education: Industriell Ekonomi, Kungliga Tekniska högskolan.

NETLIGHT

»AT NETLIGHT NOTHING IS SET IN STONE«

Collaboration, innovation and the ability to take the next step is what makes Netlight Consulting a constantly developing workplace. Here you find a great diversity of people and the growing firm is built on responsiveness and trust in the individual.

Text Sara Schedin Foto Sigrid Malmgren

At the consulting firm Netlight the culture is built around collaboration. The unique organizational structure referred to as "Boid" resembles a flock of birds where individuals constantly take on own responsibility but simultaneously takes everyone else around into consideration. The clear focus on individuals, unity and constant renewal is what made Andreas Persson, Talent Manager, return to Netlight.

- It is always beneficial to gain different perspectives and after a year away, I felt it was time to return. I really missed the company and my colleagues. There is such a clear feeling here that nothing is set in stone and that anything is possible. Netlight is a constantly growing living organism, that is shaped by those who work here, he says and continues:

- Furthermore the whole growth at Netlight is extremely exciting; how we grow in new markets and the constant development. There is a will to keep moving forward.

Andjela Kusmuk, Key Account Manager, found Netlight's company culture appealing.

- I especially like that there is a synergy between the personal development and the possibility to develop Netlight together with everyone. The people at Netlight are all different with different backgrounds and competences but with common interests. We are passionate about our own development and by this make the company grow, which is something that Netlight provides us several

platforms for, she says and adds:

- Something that has mattered a lot to me is my mentor. It is a colleague that acts as a sounding board and we have discussions regarding tools for my continuous development.

- That all of Netlight creates a strong team is both a cofactor of safety and source of inspiration. Before I started working as a consultant at Netlight five years ago, I wondered if it was going to be a lonely role. But I realized that it is the exact opposite once I understood that one always has Netlight's international network of colleagues backing you up. Our commitments at clients usually include different types of complexity, and a key to handle the challenges is the Netlight network and the combined knowledge that we possess together, says Carolina Onsbring.

Netlight is an open knowledge network. Several forums are available for everyone within the company to get involved in to develop in their roles, and to expand their knowledge within desired subjects.

- I was caught by the management network at the same time as other colleagues dove into different technologies or specific types of industries. The forums provide a great possibility to develop in different directions during your career, Carolina explains.

- I joined Netlight straight from my university studies at the Royal Institute of Technology and

have taken on different types of management roles since then; mainly as project manager and program manager, but also as release manager, business analyst and technical project manager.

Netlight should be a place where everyone can feel at home and contribute, both newly graduated talents and those who have already been working for a number of years. The search is wide to find and handpick new colleagues that are the individuals who want to be a part of and further develop Netlight.

- As central as it is to find new colleagues, it is of utmost importance to choose the right assignments, to make the right decisions on which projects that are suitable for us as well as in what areas we as a company want to expand. This includes everyone and is built on a close collaboration between colleagues in different core processes, Carolina explains.

As Netlight's offer aims towards companies that are in the forefront of digitalization the clients are found in several different industries from media to e-commerce and FinTech.

- It is exciting to be a part of a company that drives digitalization on so many levels, both locally in Sweden but also internationally via our other offices, Carolina concludes.

Netlight

Netlight Consulting is a consulting firm with its core business in IT and management with offices all over Europe. As a consultant you are offered to become and work with the best in the industry. The client is offered qualified solutions within IT and management.

Number of employees: 500 colleagues in Stockholm

Employees' profile: Mainly engineers with a M.Sc in Data, IT, Industrial Engineering and Management, and Media.

Once upon a time: Netlight started with an idea of Genuine Consulting. The founders, who still work at Netlight today (as genuine consultants) got fed up of the way in the IT consultant business and went on a mission to get a "genuine assignment". It was found at Nokia and contained all parts of what we today refer to as "Engage in Challenge", "Grow Talent" and "Create together". The assignment was groundbreaking at the time and set the foundation for what Netlight is today. We want to provide our consultants the opportunity to grow with the assignment, to help one another, and to dare to accept great challenges. At the moment Netlight is growing strategically with focus on finding the right individuals, finding challenging assignments and through never leaving anything to chance.

Website: www.netlight.com