



# Altonova Ltd - Creative Approach to Top Performance

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[www.altonova.fi](http://www.altonova.fi)

**WANTED!  
CREATIVE APPROACH  
TO TOP PERFORMANCE**



## Doctor, Trainer, Business Coach, Violist Eija Mäkirintala



Have developed an internationally unique coaching concept

The first coaching related dissertation in Finland - it integrates professional top performance and well-being

Expertise comprises theoretical and practical skills: Doctoral dissertation and more than ten years (2000) hours of coaching and training

Special area - exploiting arts based concepts in organizational and business development, see Aalto University / Creative Finland  
<http://www.luovasuomi.fi/index.php/tietoa/julkaisuja>

Background: Performing artist, professional violist

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## Trainer, Business Coach, Olli-Pekka Mäkirintala



Lisenciate of Technology, MSc  
(Economics), Certified Scrum  
Master, Certified Scrum Product  
Owner

Has been one of the first  
software process  
developers in Finland

Expertise comprises  
theoretical and practical  
skills: Business background  
and wide experience of  
coaching and training

Special areas: - software business, quality,  
responsible business - also member of Crnet  
Group ([www.crnet.fi](http://www.crnet.fi))

Coaching basics in Ashridge  
Masters of Executive  
Coaching -program



Altonova's goal is to release the creative potential of individuals, teams and the entire organization to top performance and strategically important innovations.



**Business**



**Science**

**Arts**

## Altonova training and coaching

CREALEAD™ - *Creative Self-Leadership*

EVOINNO™ - *Creativity Masterclass*

PREMLED™ - *Leadership Masterclass*

INNOVATION AGENT™ - *Creating Innovation Culture*

HOPE™ - *New Wave Coaching*





## Why - Where we can help...

### Co-creating value (ROI) together with our Customers

1. Integrate top performance and well-being at personal level
2. Build sustainable basis for effective leadership with appreciative leadership and communication style
3. Create a new type of organizational culture supporting second order changes and innovations



## What is ROI today...

Not only short term euros...but long term value via

1. Innovative top class solutions and services made by motivated and happy people
  - ↪ Increased customer loyalty
  - ↪ Agile organization with fast communication and implementation
  - ↪ Top class brand value and image



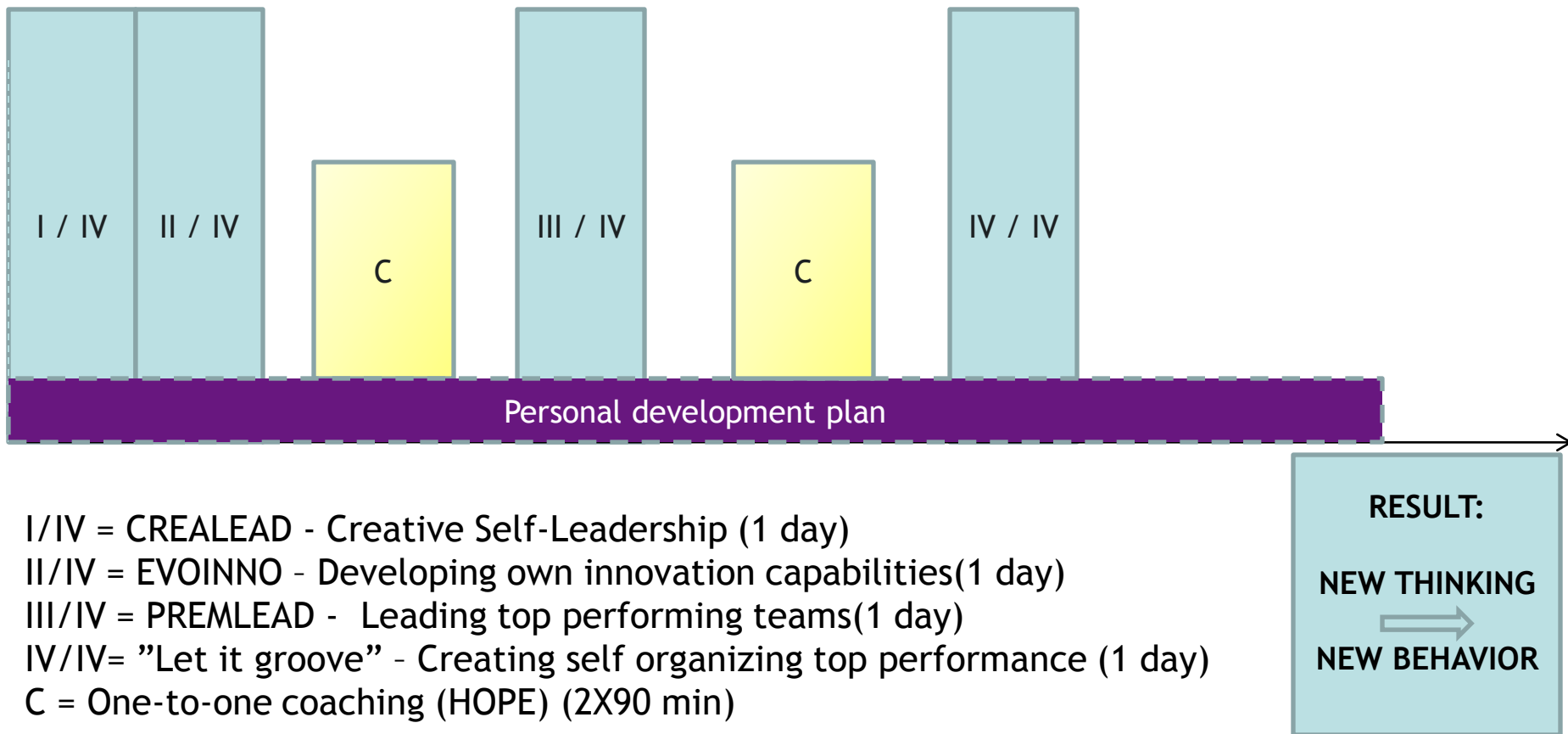
## Examples of cases - what we have done

- Courses in Aalto-University, e.g.
  - Innovation agent
  - Creative change management
- We are partner trainer of Aalto / Dipoli and Small Business Center
- Training and coaching in many different industry sectors
  - E.g. software / IT / R&D -personnel / team development
  - Leadership development
- Main trainers in OHKO / Tampere University of Technology
  - Software project manager training program
- Ethics and efficiency - auditing, training, development projects together with CRNet Group
  - Several projects and customers





## Example of training process





**Thank you!**

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