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Alfa Laval Aalborg Oy

- International professionals as part of the work community

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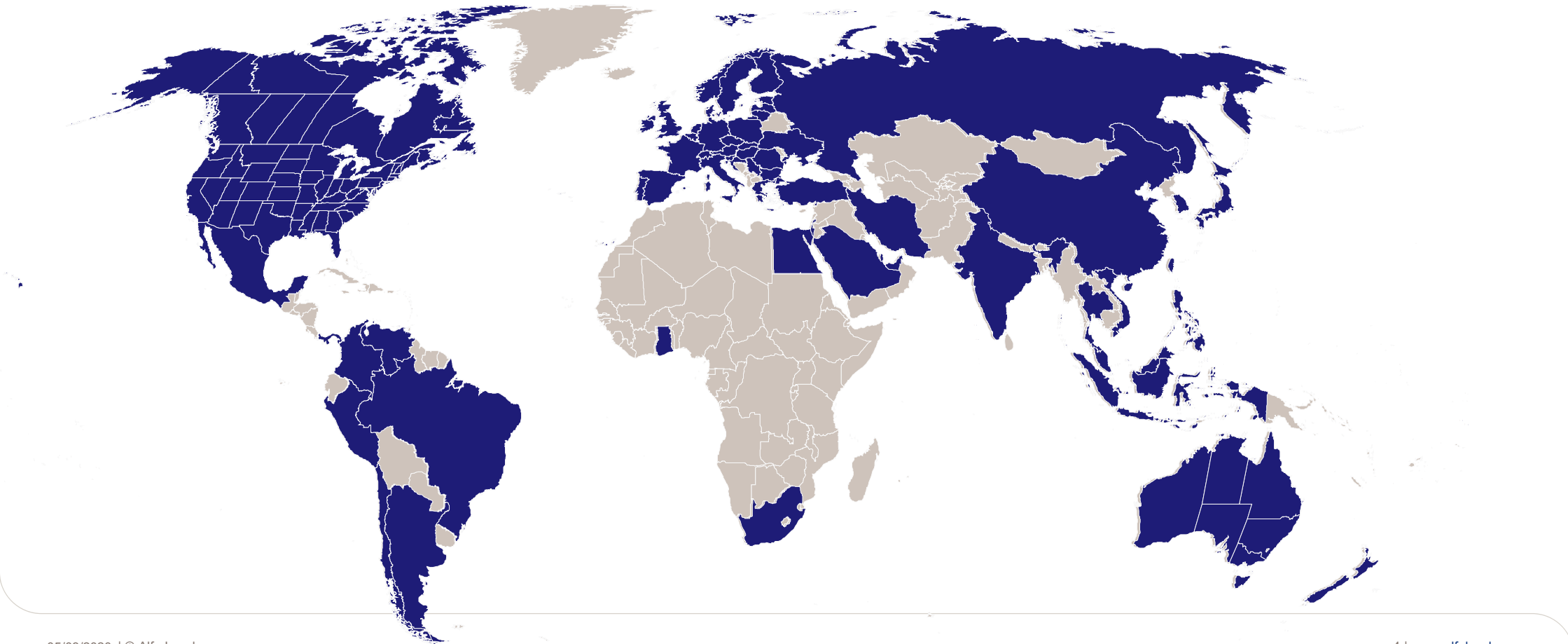
A global company



- 
- 39 production units*
 - More than 100 service centres
 - Sales companies in 55 countries
 - Other sales representation in 45 countries

* Plus a number of minor production and assembling units

..with strong local presence



Power of cultural diversity



- Colleagues at Alfa Laval are no strangers to working closely with people from a wide variety of nationalities and cultures.
- Respecting and understanding cultural diversity is essential in a successful global company – driving business growth, sharing best practice, generating a great customer experience and underpinning the strategic alignment across the company.
- For the individuals it represents a great personal development opportunity!

Alfa Laval Aalborg Oy – A truly international company



- Being international is not new for us: We have customers, contractors and colleagues all over the world.
- Company language is English - When recruiting new people, it's not mandatory to speak Finnish.
- Career opportunities are based on competence, attitude and motivation – not nationality.
- We have 6 different nationalities working in our company in Rauma.

Alfa Laval Aalborg Oy – A truly international company



- Local company culture is enriching via diversity. It requires from us but also gives a lot.
- Positive examples of expatriate programs inside Alfa Laval
- Almost all of our 90 employees work internationally
- Colleagues from 100 countries
- Diversity in high priority!
- Team members in many countries - Distance-management a challenge

International professionals - What has helped us?



- Open and free atmosphere in the company
- Our culture, values and procedures support respectful behavior towards everyone
- Being international for decades through the business
- Having courage to take the first step (the first international recruitment) and see the positive learning from it
- Equal career opportunities inside the global company: We can have new global challenges and welcome others as well
- High education level

International professionals – integration management



- Onboarding is important for everyone but especially for people coming from different cultures:
 - Mentor nominated for all new-comers: concrete support from mentor, HR and Manager
- Support also for spouse / family (spouse's work opportunities, apartment,...)
- Freetime activities to get to know colleagues.
- Company meetings in English
- Team meetings and project meetings in English, when non-Finnish speaking people present
- Employee Handbook and all onboarding material in English
- All trainings are arranged in English

Comments from our International professionals



- *The only thing that made my onboarding different from a Finnish person is language, and with that I have never at all noticed that language / communication has been an issue in any way.*
- *I'm very grateful that the company has been very accommodating with language, and has always provided information and training in English whenever possible.*
- *Internationality is lived and appreciated, making it easy to integrate. I feel it is viewed to be an added value to have a mix of different thinking people with different backgrounds and experience. Naturally, this is not limited to internationality.*
- *Our colleagues' genuine interest and support makes it easy to integrate.*
- *Everybody can speak English and people are openminded to welcome foreign employees.*
- *Everyone was very welcoming and wanted to know if I had any problems or needed any help.*

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