



*"The BTS Tournament offers the unique opportunity to learn as a team in a very pleasant way, how to get to a common understanding of what the key issues are that need to be tackled within a business environment. It provides the possibility to understand what the interdependencies are within a company given any decision that is taken during the tournament. It therefore helps the team-members to work effectively and efficiently together as well as it increases the knowledge of how a company or a business works or operates.*

*In addition to the increase in the behavioural skills and the knowledge-gain in the technical area, it also provides a lot of fun and it can create a lot of passion. I have seen it in my team when we were participating: It can get addictive!"*

**Stefan Pintér**  
**Head of Finance**  
**Corporate Operations**  
**SYNGENTA**  
**INTERNATIONAL**  
**AG**



*"The training is a real managerial adventure that generates commitment to the results and focus efforts not only on the internal processes, but also on the market. This is very recommendable training for other people in our organization who need to get the big picture of business. I really enjoyed the training."*

**Anders Maxe**  
**Area Manager**  
**KEMIRA**  
**KEMWATER**  
**Sweden**



*"Participating in the BTS Tournament was a good experience. In the very beginning it looked like merely a simulation but after the first round we understood - this was a serious training exercise! The main things we experienced were teamwork, competition-related issues, and responsibility for decisions taken. By changing numbers in the decision sheet one can see how one or another decision can affect the final result. Even now that we have completed the training, people are still discussing how one decision or another could be made and how the team should behave in the round to follow. We wish the same positive experiences to all teams participating in future BTS Tournaments. It's worth doing!!!"*

**Vigintas Bartasevicius**  
**General Director**  
**UAB VIVACOLOR**



*"Referring to our earlier experiences in business simulation training, we decided to participate. It was very educational to learn about team dynamics. Participants had not been working intensively together before, thus in the beginning decision making and the implementation of those decisions was a challenge. The team developed rapidly in the beginning of the tournament and by the end of it we performed extremely well. It would have been interesting to see the results if we could have continued for two extra rounds.*

*The importance of expertise and professionalism in different areas of business was emphasized. Since all the team members were from different functions it was a good learning point for all to see the connection between different tasks of individuals. The importance of planning and follow up were most important areas of the training itself. Preparing a strategy and trying to follow it was a good exercise as well. "*

**Pasi Moisio**  
**Marketing Manager**  
**OY AGA AB**  
**/ THE LINDE GROUP**



*"My work is very much involved in product development, management and product usage matters. Financial issues are not directly touching my everyday life, but of course all the functions in any company have to aim in a way or another at a good financial result. Therefore it is important for everyone to understand something about business management, and also facts behind decision making when it concerns really big issues in the business.*

*I liked the business tournament, although it meant additional work! We had a good team; the team members took the training seriously but not too much so, we had a lot of fun also in our meetings. We participated in the tournament almost as real employees in that company. I myself learnt something new especially about difficulties how to run a company, how to take competition into account, how to make fundamental decisions about important investments and human resource matters. The tournament was a kind of eye-opener concerning these issues for me. And it still helps – after two years - to understand businesses a bit more, not only in our own company, but also when following decisions made in other companies."*

**Leena Ristimäki**  
**Development manager**  
**KEMIRA**  
**GROWHOW Oyj**



*"When I was chosen to be a member of our team in the BTS Business Tournament Training Program, I proudly accepted the challenge! We had different kinds of backgrounds, which I think increased the potential of our team: we had two from marketing, another two from finance, and one from the computer side of business (who by the way was able to point out some things/perspectives that would never have occurred to the rest of us). The learning experience turned out to be very positive for all of us. We didn't have any physical meetings but instead used the phone, net meetings and e-mail for our decision-making as a team, and this worked fine. I personally believe it was the team being fully committed during the meetings that enabled us to win the tournament. We all learnt something about aspects such as finance and marketing, but more than that, about management itself. I would like to use this opportunity to thank the Support Team at BTS Tournaments for their availability and quick answers to our questions! They were always there and did a great job. We are now anxiously looking forward to the semi-finals!"*

**Ricardo Rocha**  
**Financial Analyst**  
**Business**  
**Planning & Analysis**  
**Department**  
**BOREALIS GROUP**



*"As in any organization unification is quintessential to success. I saw the BTS Business Tournament as the perfect tool for the unification of key people in Nordic Lubricants Oy. I have to say the concept and business simulation model have all the elements in place to develop better business understanding and bring people from different areas together in team sense. But like everything in life, what you put in is what you get out. It comes recommended to organizations with similar objectives."*

**Tuomas Pääkköne,**  
**Country Manager**  
**Commercial**  
**NORDICS**  
**BP/CASTROL**



*"I think that this Business Tournament is not only a great opportunity to freshen up those financial skills, but a joyful learning experience all along. There is the team dynamics aspect, the management of time and resources, the communication challenges and also a great way to get to know new co-workers. To me, some learning experiences have had more impact than others. I think it is important that each individual takes responsibility for their own learning from the Business Simulation. Sometimes the learning opportunities come up where you least expect them – it's about learning what to do but also what not to do in the situations that we face. Thank you to all that have been involved in this. Now, my team and I are looking forward to facing the challenges from other companies in the next round."*

**Kim Lindborg**  
**IT Application**  
**Portfolio Manager**  
**PERSTORP**  
**SPECIALTY**  
**CHEMICALS AB**

SUOMEN KARBONAATTI OY

*"The business tournament provided by BTS Tournaments is an excellent tool for developing business skills. Our idea was to get some training for the management board. We happened to have a rather heavy workload during the process, but happily this did not interfere with the training as the concept turned out to be very flexible. We always found time for the training, and we deeply enjoyed the whole thing. Analyzing one's results round after round, as compared to those of the competition, was especially exciting. The fact that there were live competitors against you all by itself increased the level of motivation. This is something that I can truly recommend to others!"*

**Curt-Erik Lövberg**  
**Managing Director**  
**SUOMEN**  
**KARBONAATTI OY**



*"For someone who has come from a manufacturing / engineering background, it was really useful to work directly alongside sales and marketing colleagues, and be exposed to some of the analyses, and decision making processes, they make on a daily basis. A lot of people talk about the power of diverse teams, but this was a chance to lead one in a competitive situation. Our team had a blend of different functions, skill sets and cultural backgrounds. I found this very rewarding, and I hope to translate the learning from this to my current work. With respect to the BTS Tournaments exercise, I felt that this was as realistic as it could be. The team was able to share information and take management decisions, without meeting "Face to Face". This replicates the realities of doing business in the modern corporate world. We tried to meet F2F, as part of a team building initiative, but sadly with other commitments, the logistics did not work. However, we don't believe this negatively impacted our performance. The exercise also showed us, how fortunes can change throughout the business life cycle. I think at one stage we were second bottom in the group, but we worked our way back, and coming into the final round we were leading. This again reinforces the realism in the exercise."*

**John A Cockburn-**  
**Evans,**  
**Engineering Manager**  
**DU PONT**



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*“The most important reason for our participation was the opportunity to practice and develop our decision-making skills. During the training we soon noticed that the business simulation is an excellent tool for improving teamwork skills as well. After the training we had a clearer understanding of how different aspects of business work together for the common goals, and we had come to see the value of having people with different ways of looking at things in the team. Understanding the dynamics of financial statements and product profitability was another area where we had gained ground. Looks like a good development tool for us!”*

**Kim Nordell, CFO**  
**Mario Ormeno,**  
**Controller**  
**NORDKALK**



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*“Our company participated for the first time in the BTS Tournaments program with our Polish management team. The tournament taught us not only to see business in a wider perspective but also to work better as a team. We had great fun while participating, and waiting for the results after each round was also a very exciting time. We have decided to continue this training with other teams and I can warmly recommend it to you.”*

**Tapio Saarela**  
**Vice President**  
**Operations**  
**TIKKURILA – TBD**  
**Poland**

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