



I have used BTS Tournament business simulation in an intensive training for project managers in Sweden. The training was intended to enhance the general business skills of the project managers, but we also found that it was good from a teambuilding perspective. To be recommended.

Mats Wäppling
Deputy CEO
NCC



Our company took part in this business simulation for the first time, and the experience was very positive. The training itself was of high quality, customer service was superb, and the members of our team were fully satisfied. They said that this helped them more clearly understand the big picture of business, and also how different parts and aspects of business relate to each other. Furthermore, working effectively as a team, managing time and using phone conferences as a decision-making aid were all areas of considerable improvement. Being prepared and having discussions at different phases of the decision-making process were prerequisites for getting the most out of the training, and also for success in the tournament. This is an excellent tournament, and we can recommend participation to others as well!

Hannele Kulmala
Chief Financial Officer
Finnsementti Oy



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 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



The simulation works effectively as a tool for gaining general business understanding, i.e. seeing the big picture of business and experiencing how different aspects of business are related to each other. The training is also useful for improving teamwork skills, spreading knowledge and different angles within a group, and getting to know your colleagues better. For maximum value, it makes sense to be careful when gathering the team (different kinds of people with different backgrounds). The whole process from making the order to the end of the training was smooth and easy to go along with. When the time is right, we will consider participating with another team.

Kimmo Karppanen
CEO
YIT-Yhtymä Oyj
YIT Kalusto Oy



We decided to participate in the BTS Tournament for the first time, after which we can say it was a good decision. Our organization is situated all over Russia, Ukraine and Kazakhstan, and the business tournament was a good tool to connect people and get them working as a team. All people have different skills in different areas and the business simulation helped the participants to understand and get a better view of how different aspects work together in the business. We will definitely take part in the tournament again.

Christoffer Mannström
Business Development
Manager
Market Area Russia
Optiroc Oy Ab



My organization had just gone through a process of change, and I thought the BTS Business Tournament might well suit our needs in the situation. The training offered an opportunity to work as a team and brush up our strategic thinking and imagination, in a setting reminiscent of the daily work environment and its requirements. The training supported holistic strategic thinking, giving a balanced view of the various aspects involved in managing a business, also helping us develop depth and scope in our understanding of financial issues. In the team, we had people with diversity in educational backgrounds and areas of responsibility, which stimulated team dynamics. The final Feedback report that we received after the tournament was excellent; reading it was like walking through the process again, analyzing the decisions made in the course of the training. The training was easy to carry out, not requiring any special arrangements. I warmly recommend!

Erkki Jaala
Area Director
Lujatalo Oy
Sisä-Suomi



The BTS Business Tournament Program provided us with a thorough understanding of modern business practices in the context of the end product, and of an investment/production industry. It equipped us with the tools necessary to raise the level of our contribution to that of excellent in terms of the management of production, and on a personal level to develop even further our practical expertise and finally enhance our work performance. Based on this experience our organization is ready to participate in a new tournament challenge.

Juha Antti Juutinen
Customer Service
Manager
YIT Security



The tournament provided a market-oriented view of business management, bringing adequate attention to competitor analysis. From an engineer's perspective the most illuminating thing was working with business figures. You needed to analyze cold business figures and make various calculations based on them, and finally come up with carefully thought-out decisions. Another important aspect was trying to find the most important issues buried under everything else. We had a number of eureka moments, realizing something truly important. As a corollary, the business simulation was an exercise in avoiding to be disturbed by all the minor things that really do not matter in the large scheme of things. Furthermore, the significance of deciding on your strategy and sticking to the chosen path was an important lesson. The training experience helped us develop our skills for long-term planning and decision-making in general. All in all, there was a lot of learning.

Jouko Niemonen
Director
LEMCON OY

**SKANSKA**

The participation in the BTS Business Tournament has been an encouraging and enjoyable experience for everyone in our team. On a fundamental level, it has increased our ability to see the overall picture of business and how different business functions and the interrelations of these influence the performance of a company in a dynamic environment. The most important benefits for us were the development of our analytical and strategic skills and the improvement of the group decision-making process by taking advantage of the different knowledge and experience in the group. The competition atmosphere gave an exciting touch to the tournament and we will gladly recommend the BTS Business Tournament to other business units in Skanska.

Mats Tidlund
Technical Manager
Skanska Foundation
Projects
Sweden


**SKANSKA**

Skanska in the Czech Republic has participated two years in a row in the business simulation training provided by BTS Tournaments. From a learning point of view, we have improved our understanding of business issues from all key perspectives. We got an understanding of the importance of our decision making skills and what consequences our short-and long term decisions have on the bottom line. Depending on background, some team members have also improved their financial acumen and for people with technical backgrounds there has been an increased understanding of marketing issues. Since this training is a team effort, participants also learnt to recognize, and draw on, the knowledge of each individual team member. From a Human Resources point of view, the training has also been a good help for us when designing new training and development programs.

Frantisek Vltadar
HR Director
Skanska
Czech Republic

**SKANSKA**

We greatly enjoyed participating in this tournament. It was challenging to analyze matters and issues none of us normally do in our daily work. It was also exiting to grasp an overall view, to make decisions based on our findings, and see how the results came out. A great benefit with this exercise is to gather people from different professions and to combine their knowledge and experience. For us it worked out well. We had fun and learnt a lot which will be useful both in present and future assignments. We definitely recommend the BTS Business Tournament to other units in Skanska.

Lars Karlson
CFO
Skanska Project
Support AB
Sweden