The meaning of life

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What is the meaning of life?
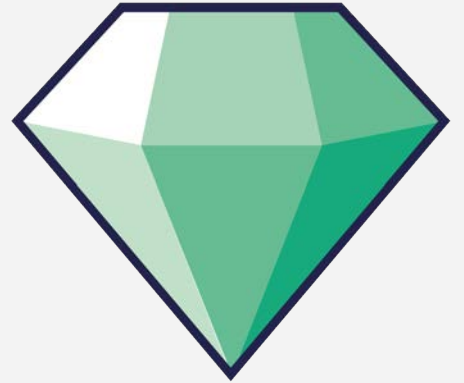
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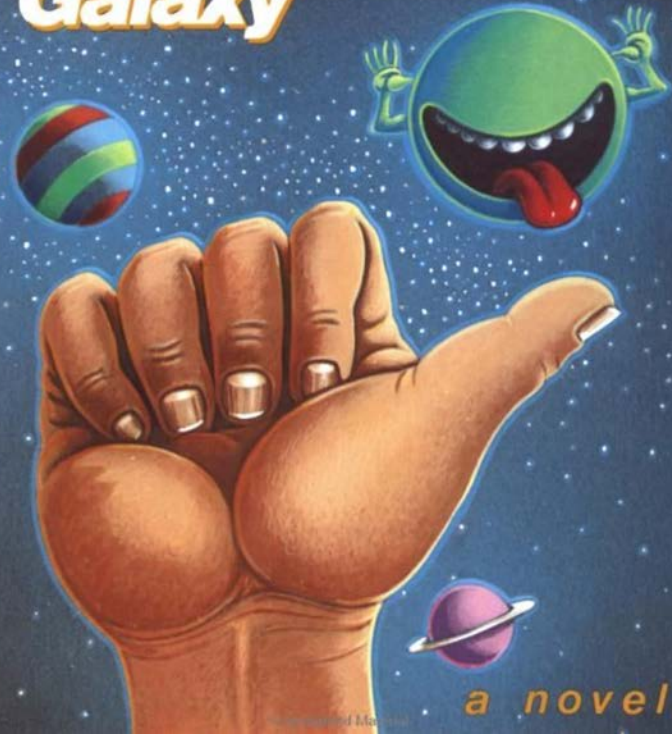
ASCII TABLE

*

Decimal	Hexadecimal	Binary	Octal	Char		Decimal	Hexadecimal	Binary
0	0	0	0	[NULL]		48	30	110000
1	1	1	1	[START OF HEADING]		49	31	110001
2	2	10	2	[START OF TEXT]		50	32	110010
3	3	11	3	[END OF TEXT]		51	33	110011
4	4	100	4	[END OF TRANSMISSION]		52	34	110100
5	5	101	5	[ENQUIRY]		53	35	110101
6	6	110	6	[ACKNOWLEDGE]		54	36	110110
7	7	111	7	[BELL]		55	37	110111
8	8	1000	10	[BACKSPACE]		56	38	111000
9	9	1001	11	[HORIZONTAL TAB]		57	39	111001
10	A	1010	12	[LINE FEED]		58	3A	111010
11	B	1011	13	[VERTICAL TAB]		59	3B	111011
12	C	1100	14	[FORM FEED]		60	3C	111100
13	D	1101	15	[CARRIAGE RETURN]		61	3D	111101
14	E	1110	16	[SHIFT OUT]		62	3E	111110
15	F	1111	17	[SHIFT IN]		63	3F	111111
16	10	10000	20	[DATA LINK ESCAPE]		64	40	1000000
17	11	10001	21	[DEVICE CONTROL 1]		65	41	1000001
18	12	10010	22	[DEVICE CONTROL 2]		66	42	1000010
19	13	10011	23	[DEVICE CONTROL 3]		67	43	1000011
20	14	10100	24	[DEVICE CONTROL 4]		68	44	1000100
21	15	10101	25	[NEGATIVE ACKNOWLEDGE]		69	45	1000101
22	16	10110	26	[SYNCHRONOUS IDLE]		70	46	1000110
23	17	10111	27	[ENG OF TRANS. BLOCK]		71	47	1000111
24	18	11000	30	[CANCEL]		72	48	1001000
25	19	11001	31	[END OF MEDIUM]		73	49	1001001
26	1A	11010	32	[SUBSTITUTE]		74	4A	1001010
27	1B	11011	33	[ESCAPE]		75	4B	1001011
28	1C	11100	34	[FILE SEPARATOR]		76	4C	1001100
29	1D	11101	35	[GROUP SEPARATOR]		77	4D	1001101
30	1E	11110	36	[RECORD SEPARATOR]		78	4E	1001110
31	1F	11111	37	[UNIT SEPARATOR]		79	4F	1001111
32	20	100000	40	[SPACE]		80	50	1010000
33	21	100001	41	!		81	51	1010001
34	22	100010	42	"		82	52	1010010
35	23	100011	43	#		83	53	1010011
36	24	100100	44	$		84	54	1010100
37	25	100101	45	%		85	55	1010101
38	26	100110	46	&		86	56	1010110
39	27	100111	47	'		87	57	1010111
40	28	101000	50	(		88	58	1011000
41	29	101001	51	)		89	59	1011001
42	2A	101010	52	*		90	5A	1011010
43	2B	101011	53	+		91	5B	1011011
44	2C	101100	54	,		92	5C	1011100
45	2D	101101	55	-		93	5D	1011101
46	2E	101110	56	.		94	5E	1011110
47	2F	101111	57	/		95	5F	1011111

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**Meaningfulness
of work @futurice**

DIRECTOR OF CULTURE

Hanno Nevanlinna

Hanno is one of Futurice's founders. He has walked the path from a start up to an international company. During years 2004-2009 he innovated, planned and built Finland's largest photo sharing service Kuvaboxi, 2008-2010 he founded the Futurice UX consultant team and during 2010-2013 he led as head of HR Futurice to be the first company ever to be selected as Europe's best workplace twice in a row.

Currently, Hanno talks and teaches companies how culture and organizations are in the key role building successful digital services

RELEVANT EXPERIENCE

Co-founder
Futurice 2000 – Present

Director of Culture
Futurice 2013 – Present

Head of HR
Futurice 2011 – 2013

Head of UX
Futurice 2007 – 2011

Head of Products
Futurice 2000– 2007

REFERENCES

Lean Service Creation
Main contributor to the LSC tools & methodology. Hundreds of workshop facilitations, LSC trainings, LSC programs, train the trainers programs, product development accelerators...

Some customers: Cramo, Cargotech, Fortum, Nokia, Posti, SOK, Finnair, Finnavia, Fazer, Roche, Napa, Kone, Kuntarahoitus, Telia, Elisa, Saalasti, Veikkaus,
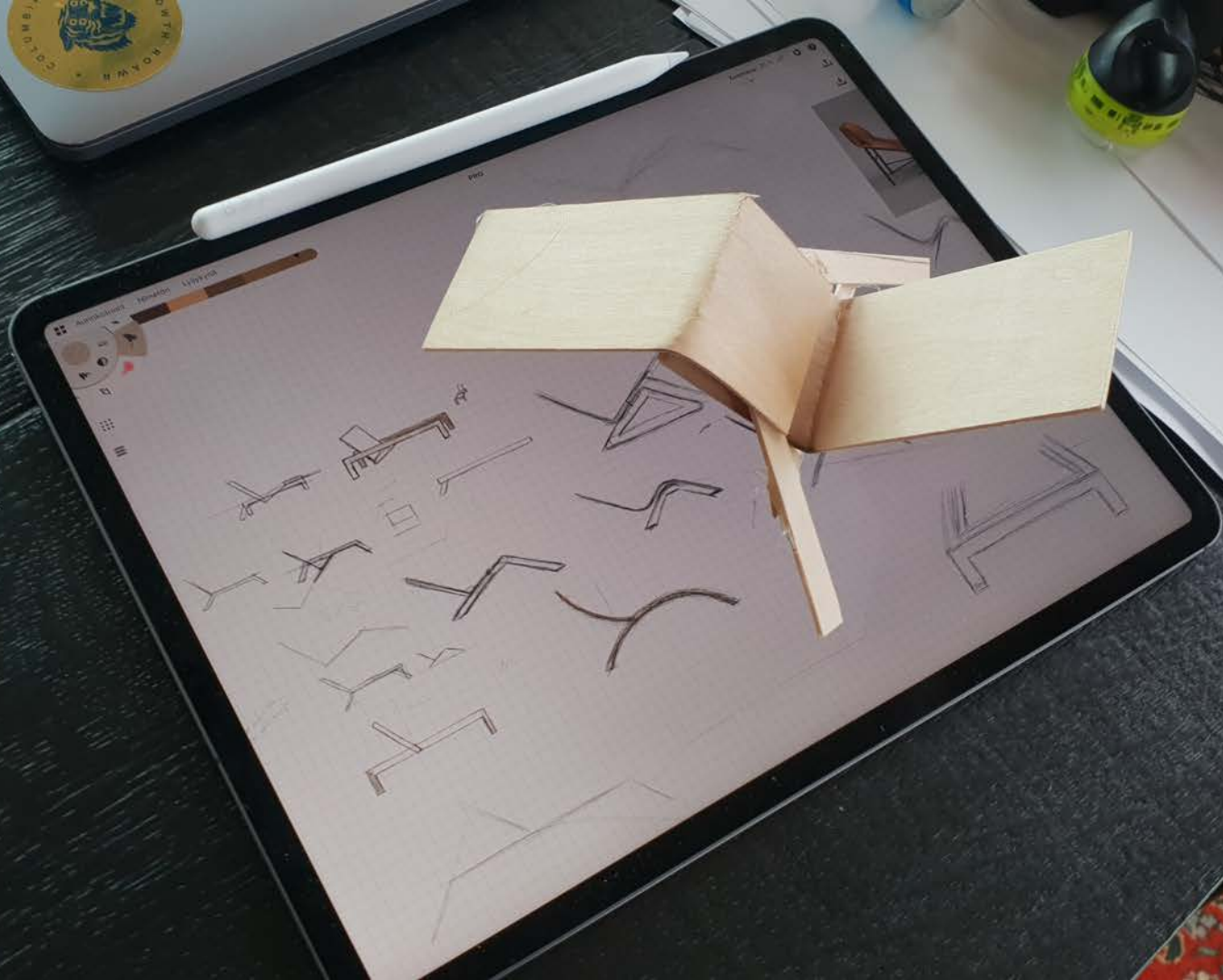
Public speaker
Hundreds of presentation of modern company culture, agile and lean work, HR practises, product development, leadership, innovation...
https://areena.yle.fi/1-4382103

in HTTPS://WWW.LINKEDIN.COM/IN/HANNO-NEVANLINNA-AA7A4/

Bad Summer Sun Lounger
Prepared for what ever summer has to give

For 99% of the time a sun lounger is not in use. This lounger is designed to both look good while not in use and to stay dry and clean regardless of the weather.

The entire function of the chair is re-invented through small changes in design. There are thousands of foldable garden chairs designed for easy storage but none of them for easy and instant use.

The backrest is designed with a second function as a shield against the bad summer. And to top it all, the curves are perfect for sitting and resting.

Re-thinking outdoor furniture

Every sun lounger is advertised with pictures of beautiful and sunny summer days. And that's the kind of weather they have been designed for.

Real life, however, is full of rain, hale storms, dust, pollen, bird droppings, morning dew, snow – you call it. One needs to either wipe the lounger clean before sitting down and/or get the cushions from the storage.

If dragging cushions around isn't your thing or you don't have time to use soap and water every time you wish to lay down for a moment, you might appreciate a sun lounger which is designed for real life instead of just sunny and dust-free days.

Nordic Roots, Global Mindset

HENKILÖSTÖÄ

550+

KANSALLISUUKSIA

38

TOIMISTOJA

7

VUOSITTAINEN KASVU

30%

Yritysperhe

Columbia Road

eCommerce & Growth Hacking

aito

Artificial Intelligence & Machine Learning

Tampere

Helsinki

Oslo

Stockholm

London

Berlin

Munich
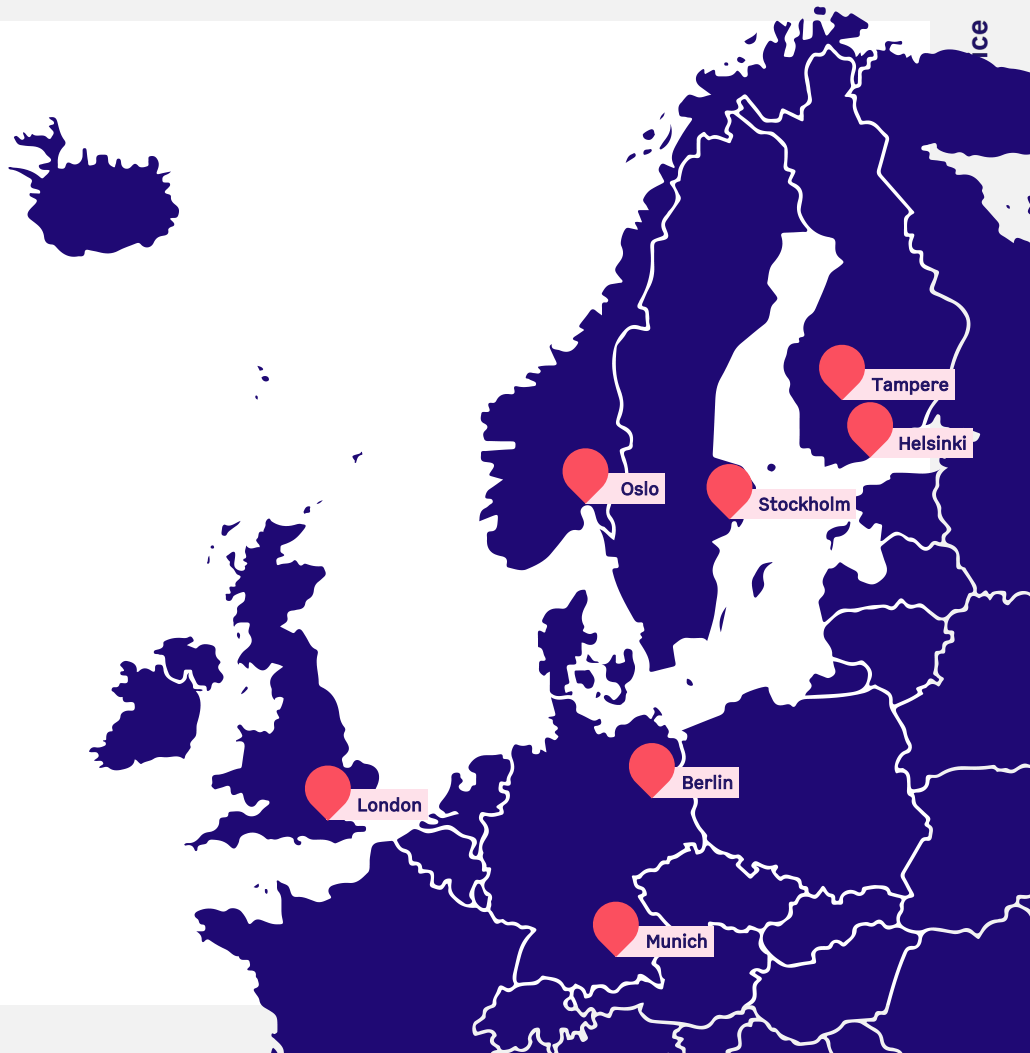
Our purpose is to catalyze progress by building and learning together. We share the new knowledge by default as it's the way for exponential impact.
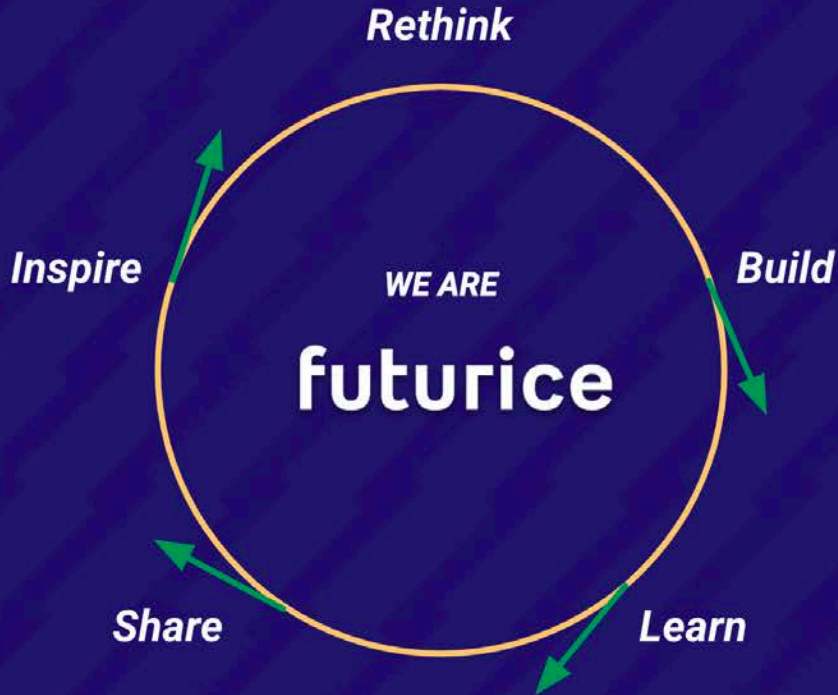
We rethink, innovate and experiment to constantly challenge the status quo. We build together with our clients. In everything we do, our aim is to create new knowledge and to share it. By sharing we catalyze progress and make a durable impact on the world.
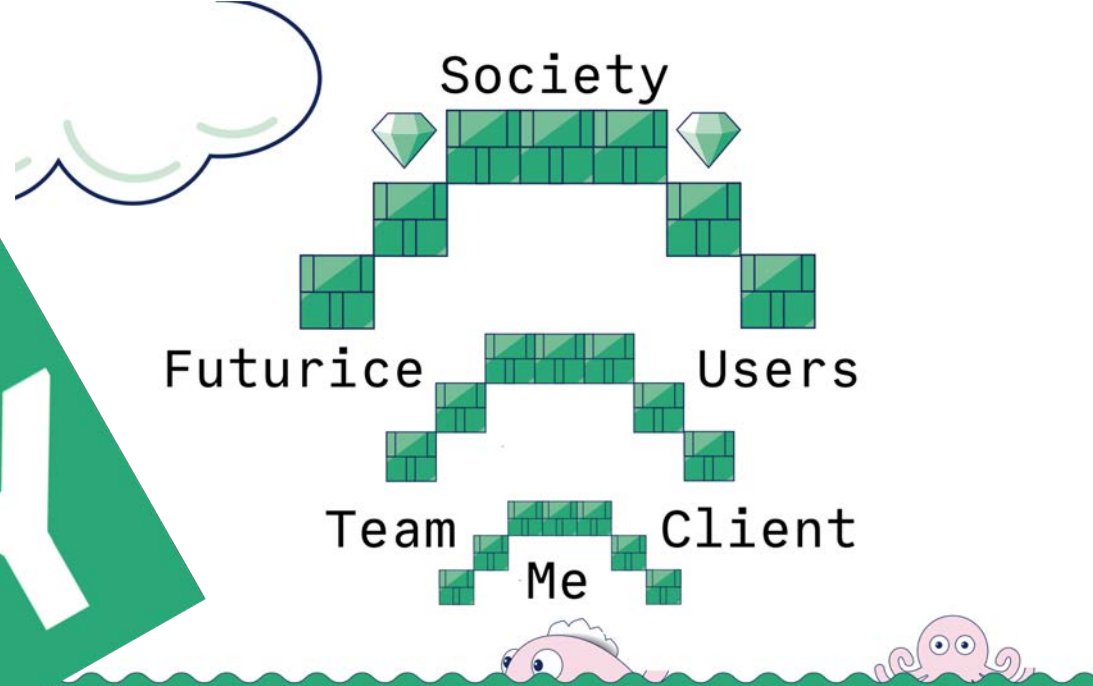
Why it is important

- **Ethically Right thing to do (Care value)**
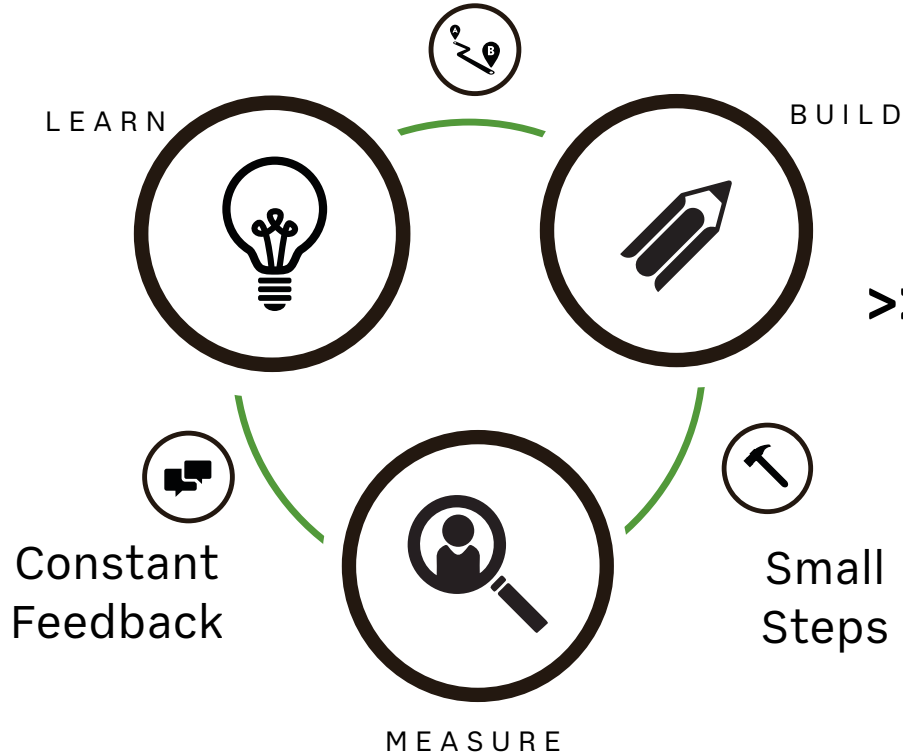 -People actively seek meaning and purpose in their lives, including at work, in order to enrich and fulfil their sense of self.
  -Meaningfulness has been positioned *as fundamental psychological need* that strengthens an individual's self worth and life experience.

- **A lot of studies show that strong sense/experience of meaning at work is linked with:**
  -Higher levels of engagement
  -Better quality performance (correlates also with team's success)
  -Reduced absence
  -Longer careers

The theory part

- Meaningfulness has been positioned as *a fundamental psychological need* that strengthens individual's self worth and life experience (Yeoman).

- **Three core dimensions of meaningfulness of work** (Pratt & Ashforth)
    - **Meaningfulness *in* work**
      'I am useful and valued'

    - **Meaningfulness *at* work**
      'I am part of my organisation'

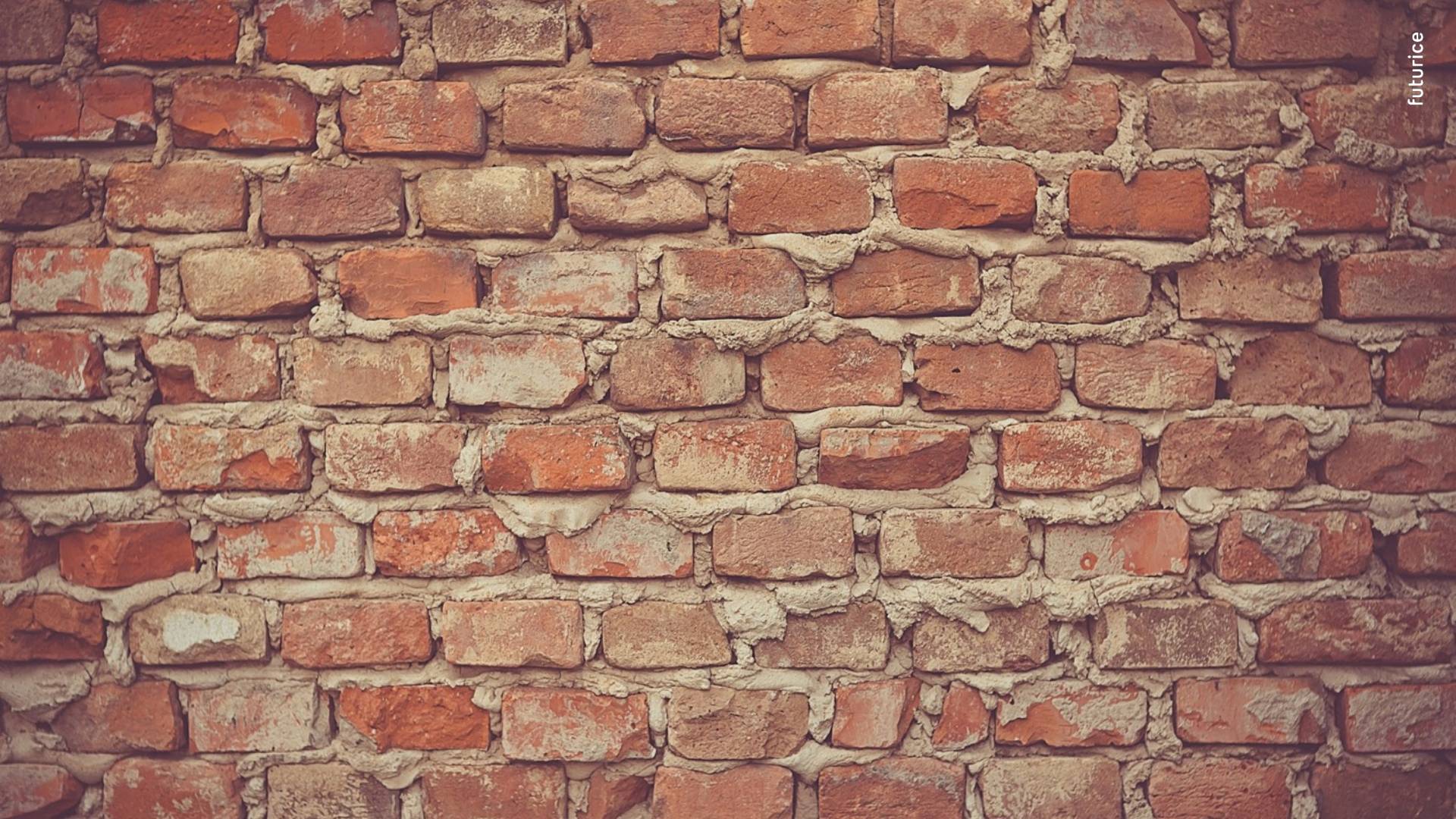   - **Transcendence**
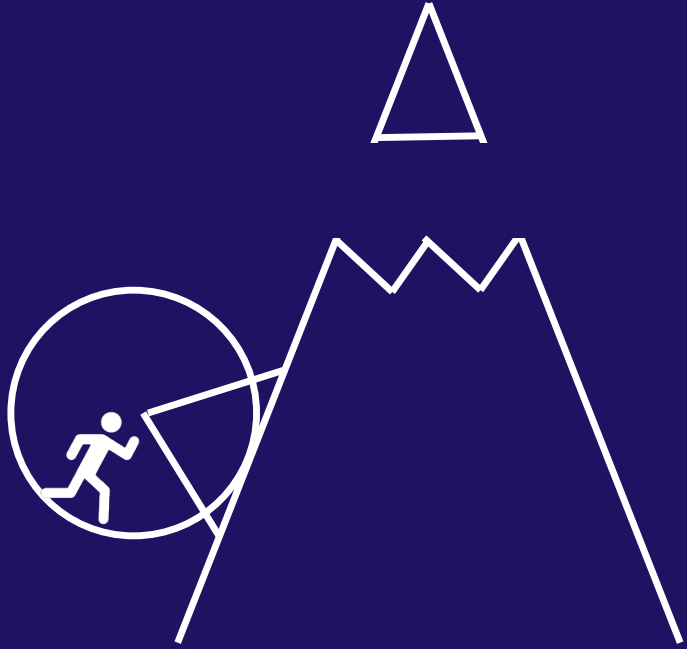   'I make a difference'

Constantly Visible
& Tangible Goal

LEARN
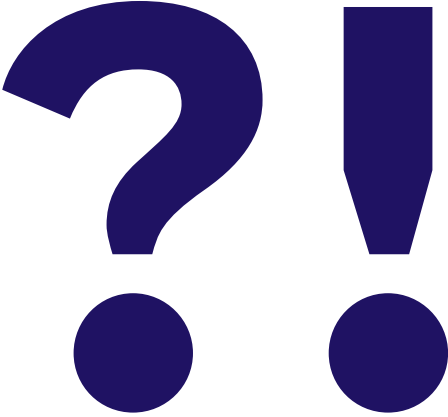
BUILD

>> Meaningful
and motivating
work.

Constant
Feedback

Small
Steps

MEASURE

purpose

learning

impact

Ultimate Learning Platform

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miro | MyRetro2020.42

Share

MyRetro v.2020.42

My past __ months

What have you done?

ASK WHY

My Next 6-12 months

3x2
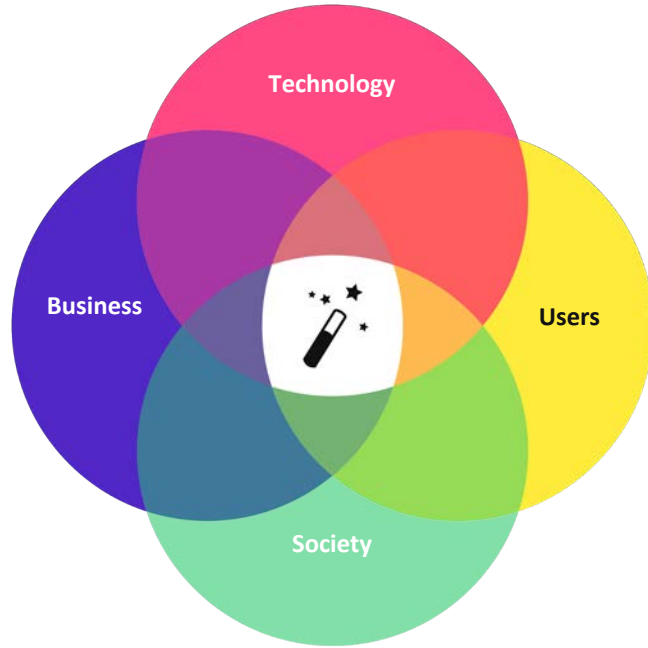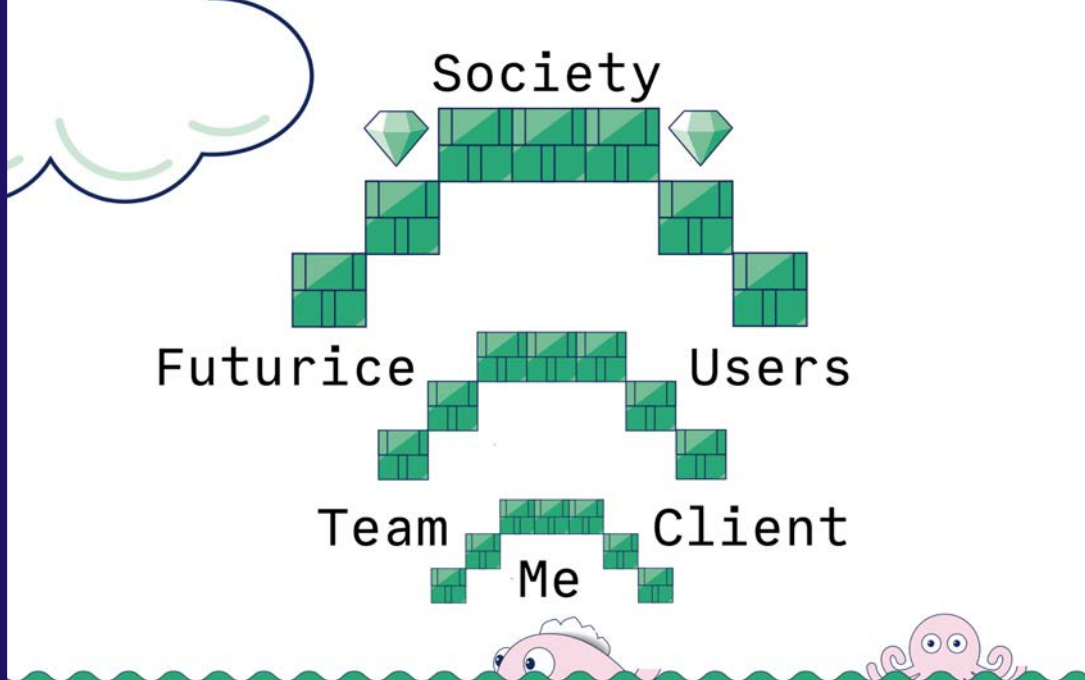
Find your future

Find your future

Retro of my current career:

Keep doing:
What have you enjoyed in your career? What has given you energy? What are you most proud of? What do you want to talk about to your friends and family?

Do more/start:
What's missing from your career? What kind of roles, responsibilities, projects etc. would you like to experience in your career? What would you like to achieve?

Do less/stop:
What would you like to stop doing in your career? What has taken more energy than it has given?

When is the future?
0-5, 3, 5, 7, 20, ... years from now.

Word pair challenge
Where are you now and where would you like to be in the future?

Talking		Doing
Hunter		Farmer
Concrete		Abstract
Tech		Human
Organisation		Community
Internal		External
Aiming High		Surviving
Same		New
Strategic		Operational
In Solitude		With Team
Solid		Flux
Serious		Fun
Horizontal		Vertical
Slow		Fast
Mars		Moon
Home Country		Abroad
Leader		Non-leader
Supervisor		Specialist
Employed		Own Company
Volvo		Tesla
T		Pi
Enabler		Builder
Pay Slip		Societal Impact
Local		Global

Summarise the needed change

Describe the change that needs to happen between now and the desired future.

Most of us don't have a clear vision where we want to be professionally in the future. This tool tries to help us to map out as many elements of our career dreams as possible. Our future is not carved in stone, so let's update the canvas regularly.

Who do you want to become?

How does your dream career look like? What would you like to be/do in X years? What would be your role and responsibilities? Could Bubbleburster give you ideas?
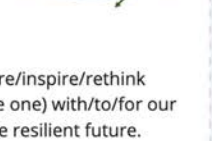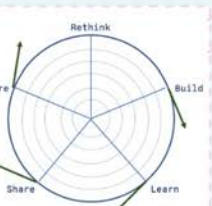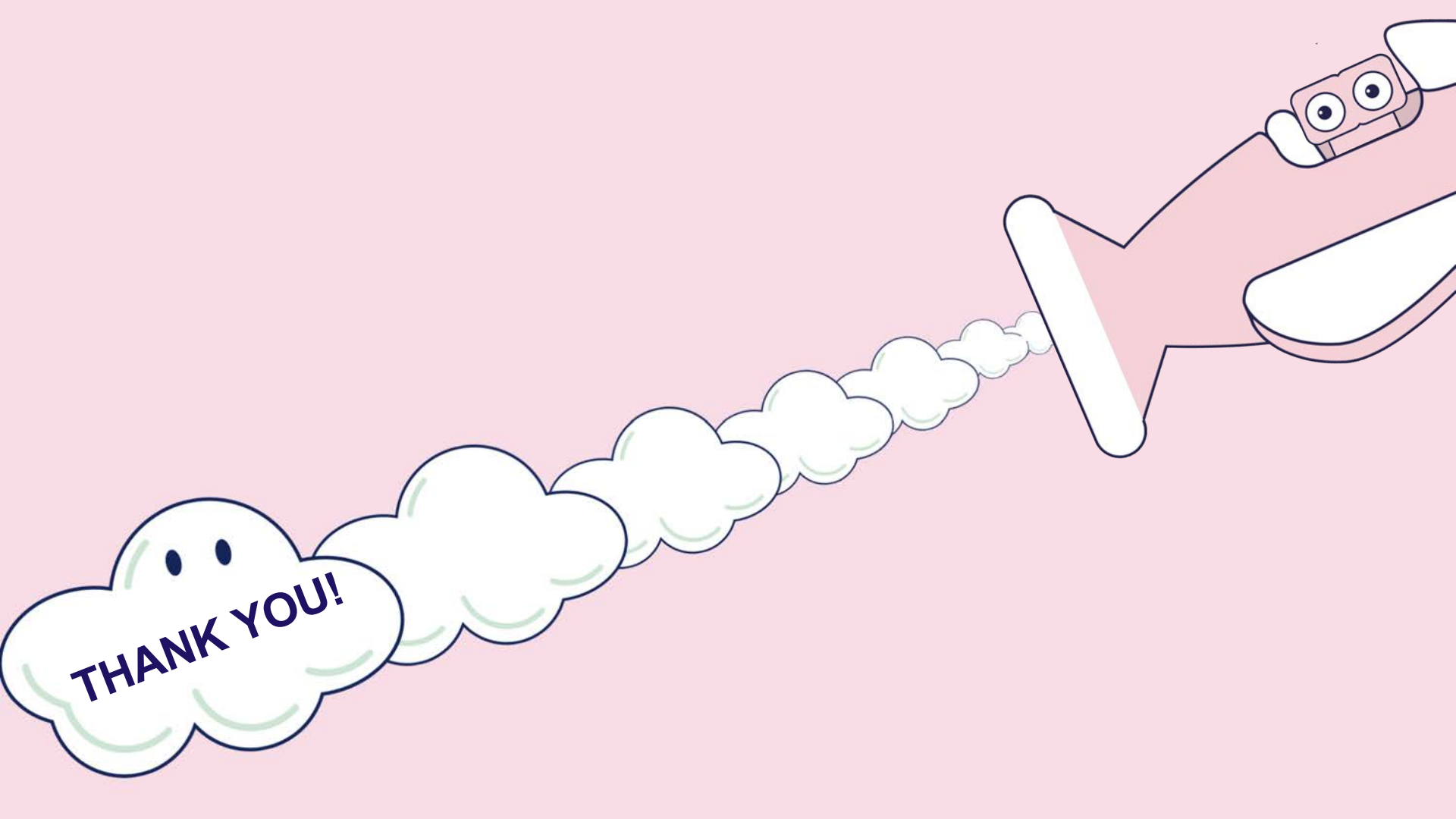
Where could you be in the future?

Where do you see yourself in the future? If you believe your path takes you outside Futurice don't be shy of saying it out aloud.

new tour of duty locally or globally:
- inside Futurice family
- Setting up a new Futurice subsidary
- Setting up a new Futurice start-up

Journey outside Futurice:
- Setting up a start-up
- Career in a "product" company
- Career at our client (CTO, CDO, CXO, ...)
- Something else?

What's my Why?

Find your personal purpose at Futurice. As a company, *our purpose is to catalyse progress by building and learning together* and we are co-creating a resilient future for our clients, our people, and society at large. What do you as an individual want to do and what is meaningful to you?

On the graph draw where you are now in the 5 dimensions and where you would like to be in the future. Based on the graph, create your personal mission statement using these building blocks:

To (choose one) build/learn/share/inspire/rethink more _____ (choose one) with/to/for our people/clients to create a a more resilient future.

Rethink
Inspire
Build
Share
Learn

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THANK YOU!