

THE FACE OF DIGITAL LEADERSHIP



How does your vision for digital leadership align with TM Forum?

TM Forum and digital leaders are aligned on five things that you won't see in ordinary leaders:

1. They maintain a growth mindset focused on leveraging the best technology and innovation to drive forward.
2. They embed analytics, machine learning, and artificial intelligence into all aspects of their business.
3. They are customer and experience centric, leveraging a rich understanding of customer needs and aligning digital systems, processes and tools.
4. They prioritize speed and agility and push extreme automation, recognizing the value of open ecosystems like Open APIs and ODA in order to accelerate innovation, open new vertical markets and bring added value to customers.
5. They use cloud native infrastructure that serves customer and business demands in the moment.

What do you want TM Forum to achieve in the next two years?

First, we want to see TM Forum keep driving progress with open architectures and Open APIs. Second, to help CSPs connect to the ecosystems that will drive future B2B2X business models. Finally, we believe human-centric design that involves the human perspective in all steps of the digital transformation process matters and we are increasing our engagement with TM Forum to help in this area.

What does diversity and inclusion mean at Nokia and how important is it to your culture?

We believe our business will be stronger if our team reflects the world we live in – that includes a balance of genders, cultures, regions, sexual orientations, races, points of view and skills.

As an inspirational and diverse leader, what key learning would you like to share for others in the industry as to why they should embed equality and inclusion into overall business strategy?

More than simply the right thing to do, gender-balanced, inclusive workforces make a big difference to the bottom line and our ability to innovate. If we are diverse and our customers are diverse, we do a better job of serving them.

How have you and how will you continue to change perceptions in terms of attracting more diverse talent into certain roles?

Nokia is breaking the glass ceiling with a strong score in its Gender Equality Index (GEI) for 2020. In 2019, we made strong efforts to close an unexplained pay gap. We focus on education of our employees. We are a signee of the Inclusion and Diversity (I&D) pledge of the European Round Table of Industrialists (ERT. Our leadership is diverse and advocates for global anti-discrimination practices. Our employees represent around 166 nationalities doing work in over 118 countries. We were awarded with “Best Places to Work for LGBT+ Equality” in the 2019 Corporate Equality Index with a score of 100%.



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