

Stratio Automotive

CASE STUDY

Country

Portugal

City / Region

Coimbra / Lisboa

No. of Employees

48

Description of the organisation

Stratio’s mission is to provide end-to-end automation to transport companies, creating a zero-downtime future. We believe that in the future no transport company will succeed unless it is fully automated. We deliver the industry’s most powerful and integrated predictive maintenance solution, data-driven operations control, and the only intelligent ecodriving system available for multi-brand fleets.



Workplace Innovation practices implemented

- Culture exercise with managers and its internal and external dissemination, to promote a a mindset of innovation, demand, autonomy, empowerment, transparency and visibility;
- Improvement of communication and open feedback channels, with engagement actions to promote and implement feedback mechanisms and open suggestions from employees.
- Definition and communication of a career progression plan, considering functional criteria, management roles and levels of specialization, as well as specificities of each functional area and market value for each function;
- Implementation of work methods that promote innovation and flexible work: product cycles defined between teams and management, removing micro-deadlines and day-to-day micromanagement, organized in a Scrum / Agile methodology, allowing workers to organize their own work, and to influence the description of their own function (job design), and the rotation of their tasks (which stimulates innovation and allows greater work flexibility. ), increasing the visibility of workers in the organization, their autonomy and accountability, as well as active participation in strategic decision-making.
- Improvement of human resource management practices to stimulate innovation and flexible work.

Main achievements and results

- An innovation-driven workplace, where there is transparency, openness and visibilite of strategic decisions, allowing team members att all organizational levels to be involved in these n strategic and innovative decisions;
- Turnover decrease, by keeping teams motivated and retain specialized team members and specialized knowledge at Stratio;
- Innovation-driven culture recognized by all team members, making the company able to adapt better and faster to challenges and ambiguity;
- 1st version of our career progression framework, providing all team members a clear understanding of their potential professional development at Stratio.
- Policy establishment to promote flexibility on work setup and time through all teams, promoting higher levels of autonomy and accountability/ownership.

