



TEEMU SALMI

CV

Personal Profile / Personal Attributes

- Highly motivated, target focused and business driven executive with a passion to win with my team
- Thought leader with good capabilities of seeing the full picture, e.g. focus on 'from strategy to execution' to transform business and organization towards profitable growth and satisfied customers
- Communication and presentation skills on all levels, from employee to board level
- Good in mobilizing, motivating and engaging people and teams to execute towards targets and strategy
- Positive attitude with a good ability to generate positive energy in people and teams
- Focus on simplification and clarity to create a good and easy environment to work within

Experience / Specialisms

- Delivering business growth, profitability and customer satisfaction improvements in large IT and telecom service organizations having responsibility for business of 1 BUSD+, including full P/L accountability
- Leading and transforming large IT and service delivery organizations in outsourced environments. Heading up organizations with 4000+ headcount
- (Out-)sourcing and negotiation skills, responsible for all commercial relationships with partners and suppliers
- Good people leader with ability to motivate, engage and drive high performance culture

Achievements

- CIO of the year in Finland 2020
- Growing services business with 13% CAGR on a revenue 1 BUSD+ and increasing profitability with +1%-point YoY
- Leading and Transforming large organizations, +4000 headcount, to cater for business growth and profitability improvements
- Driving business, TCO (Total Cost of Ownership) and customer satisfaction to constantly deliver services with growing revenue, increased profitability, higher quality and increased customer satisfaction
- Transforming IT & Digitalisation organizations to focus on productivity, value creation and innovation
- Definition and sourcing of an IT enterprise architecture, i.e. sourcing and negotiation of large contracts in the IT industry, leading to cost savings of over 15% year over year with increased customer satisfaction.

Career History

- 2017-02 - Senior Vice President, CIO and Head of Digitalisation, **Stora Enso AB**
- 2016-07 – 2017-02 Senior Vice President, Head of IT and Cloud, Middle East & NE Africa, **Ericsson**
- 2013-10 – 2016-06 Senior Vice President, Head of Services, Middle East & NE Africa, **Ericsson**
- 2010-04 – 2013-10 Vice President, Customer Support delivery, BU Global Services, **Ericsson**
- 2008-06 – 2010-04 Vice President, IT Service Delivery, Group IT, **Ericsson AB**
- 2006-10 – 2008-06 Director, Business Systems, Group IT, **Ericsson AB**
- 2004-06 – 2006-10 Director, Global IT, Group IT, **Ericsson AB**
- 2003-05 – 2004-06 Product Manager, Group IT, **Ericsson AB**
- 1999-09 – 2003-05 Project/Business Manager, **Ericsson Process & Application Consulting**
- 1995-06 – 1999-08 Business Consultant & Project Manager, **Cap Gemini, Sweden**

Education and qualifications

- Bachelor of Computer Science, 1994
- High school degree in finance, 1991
- Several executive leadership trainings, mainly within Ericsson executive leadership training capabilities/paths

Hobbies

- I enjoy all sports activities including running and playing golf
- Friends and family are very important to me

Personal Details

- Teemu Salmi
- Armbandsvägen 17, 12641 Hägersten, SE
- +46 73 526 52 25 (mobile)
- <mailto:me@teemusalmi.se>
- Born, April 14th, 1973
- Married and I have two children
- Swedish and Finnish as mother tongue. Fluent in English writing and communication. Basic German skills
- References available upon request

Detailed position description

- 170201 – Senior Vice President, CIO & Head of digitalisation**
- Accountable for all IT & digitalisation delivery within the Group
 - Accountable for the digital transformation strategy & innovation in Group
 - Accountable for the Group process development framework and leading it
 - Leading 450+ senior IT & digitalisation professionals in a global organization
 - Accountable for a budget of 1+ BSEK
- 160701 – 170131 Senior Vice President, IT & Cloud, Middle East & East Africa**
- Profit and loss responsible for Ericsson business (HW, SW and services) in the IT & Cloud segment, sizing approximately 1 BUSD.
 - Business accountability covers 23 countries and approximately 100 customers
 - Organization is built up of approximately 2000 resources doing both sales and delivery to all customers
 - Growing the business profitable over market average
- 131001 – 160630 Senior Vice President, Head of Operations, Middle East and East Africa**
- Accountable for Service Delivery and profitability of services business in 23 countries and for approximately 100 customers
 - Services business sized at approximately 1.5 BUSD in 2016 and has grown with a CAGR of 12% during my time of leading it
 - Profitability improved with +1 percentage point Y-o-Y from 2013-2016
 - Customer satisfaction improved with 1 percentage point Y-o-Y from 2013-2016
 - Employee satisfaction growth of 5 percentage points from 2013 - 2016
 - Full restructure of the total organization covering some 4000 employees with focus on increasing efficiency, profitability and customer satisfaction
- 100401 – 130930 Vice President, Head of Customer Support, Global Services, Ericsson**
- Accountable for Ericsson global Customer Support service delivery, including strategic development of the business/delivery.
 - Accountable to secure a continuous profit improvement of the business sized at approximately 2.7 BUSD
 - Responsible for a service delivery organization consisting of approximately 3000 HC in a matrix organization, whereof approximately 200 are in direct line responsibility
 - Secured 2 percentage points Y-o-Y profit improvement between 2011 - 2013
 - Fully transformed Ericsson support organization from a 3-tired organization to a 2-tired one, leading to profit improvements, faster response to customers and improved customer satisfaction.

080601 – 100331

Vice President, IT Service Delivery Group IT, Ericsson

- Accountable for all internal IT Service delivery within Ericsson having an annual budget of approximately 1 BUSD and approximately 200 staff.
- Accountable for all IT sourcing and vendors/partners, in a fully outsourced environment.
- Delivered 10 percentage Y-o-Y cost savings through sourcing activities
- Accountable for transforming the IT organization to a true service-based organization, delivering world class IT services through partners.
- Accountable for all product/service management, keeping an end-to-end IT service architecture together.

061001 – 080531

Director, Business Systems Group IT, Ericsson

- Accountable for all Ericsson worldwide IT applications, including some 250 applications managed by a staff of 50 and a budget of 200 MUSD
- Accountable for product/service management for all application development related services
- Responsible for the sourcing strategy for our application development related services, including vendor selection
- Accountable for a global, SAP based, ERP transformation
- Accountable for all SW development and deployment globally

040601 – 060930

Director, Global IT organization, Ericsson

- Accountable for a global organization of approximately 50 staff managing the local IT delivery in a fully outsourced IT environment.
- Accountable for securing IT delivery according to SLA in 180+ countries where Ericsson operates.
- Accountable for managing global vendors and partners

030501 – 040531

Product Manager, Group IT, Ericsson

- Accountable for securing benefit realization plan based upon Ericsson global deployment of Enterprise Architecture
- Leading a team of 10 staff conducting benefit realization workshops globally in Ericsson business to secure all benefits from EA are realized

990901 – 030430

Product Manager & Project Manager, Ericsson

- Accountable as product manager for a global ERP solution to be rolled out globally in Ericsson. Securing timely development and deployment in 24 Market Units globally
- As project manager ran an SAP ERP major release upgrade for Ericsson Cables division. Project included a large change management part within this organization as part of the upgrade. Project delivered on time and below budget with high customer satisfaction

950601 – 990831

IT/business consultant, Cap Gemini, Sweden

- Project manager and change consultant during 2,5 years with a Swedish pulp and paper implementing a new enterprise architecture and ERP solution
- IT support engineer during 1 year with the Swedish Road and Transport Administration
- Software engineer in various engagements for 12 months