Case Study: Sulake in Helsinki, Finland

- Primary Product - Habbo World

- Founded as a start up in 2000 with about 300 employees

- Managers as decision makers, with final say in process change

- Management demonstrated resistance to change

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"It's a bit scary and hard to let go of things and rely 100% on the team, but in the end it usually pays off."

— Manager, Sulake

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How Managing Changes in a Scrum Setting

- Responsibility
  "Team shares a lot of the responsibilities that used to fall to the hands of a project manager"

- Productivity
  "More things get done faster"

- Transparency
  "More transparency to what the team is doing, easier follow-up, easier planning"
  "Development results are much easier to predict now"
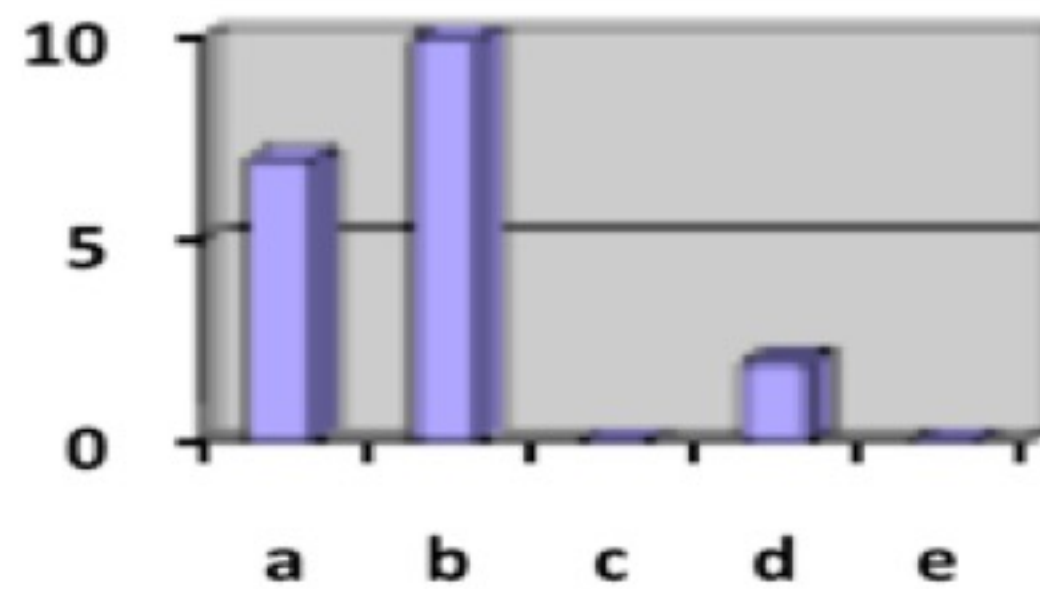 "Everyone is much better organized and up-to-date"

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Daily Meeting
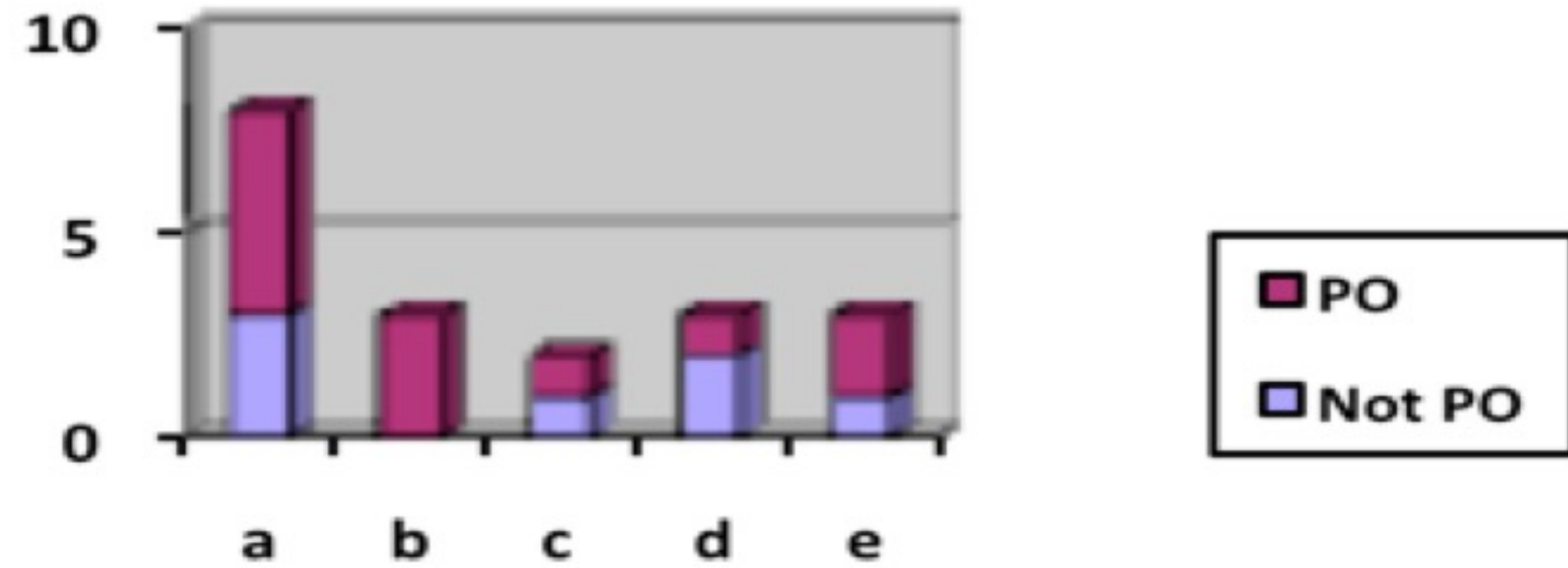
a) To get informed about Status
b) To Guide the Team
c) To Ask Questions
d) To Answer Questions
e) To Motivate Team

Scrum knowledge source
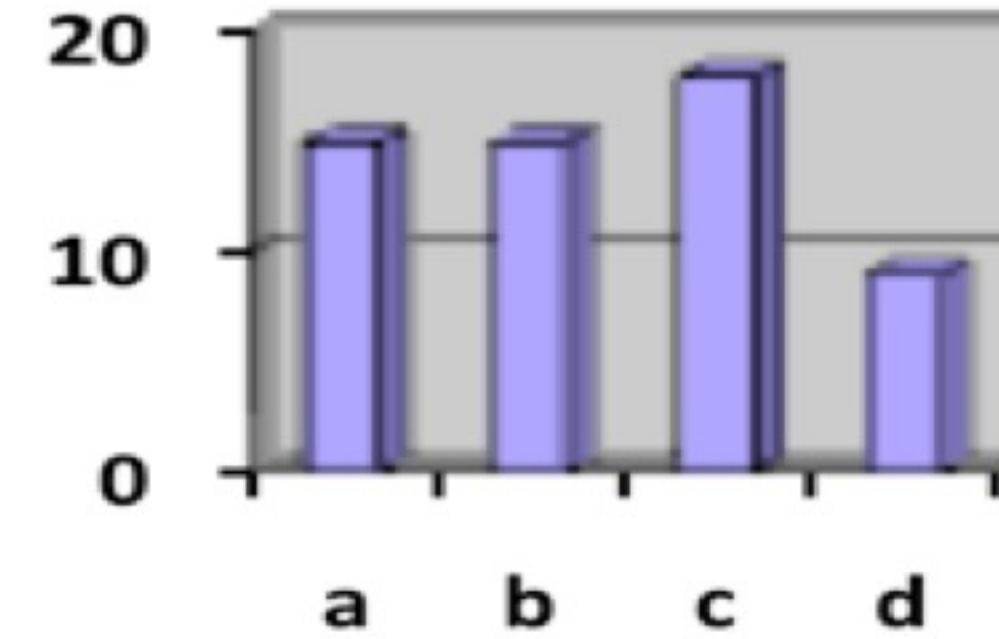
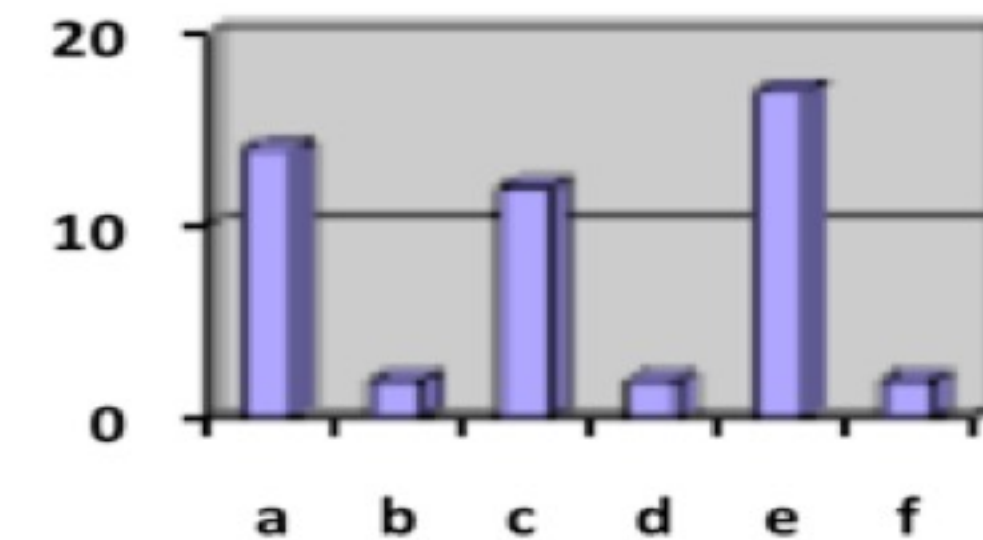a) Scrum Certification
b) Books, blogs or Internet
c) Working in Scrum Environment
d) Workshop

Project Overview

a) Much Better
b) Better
c) The Same
d) Worse
e) Much Worse

How does Scrum impact your department productivity?

a) We Produce More
b) We Produce Less
c) The Quality is Better
d) The Quality is Worse
e) Changing Direction is Easier
f) Changing Direction is Harder

Case Study by Jens Ostergaard

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