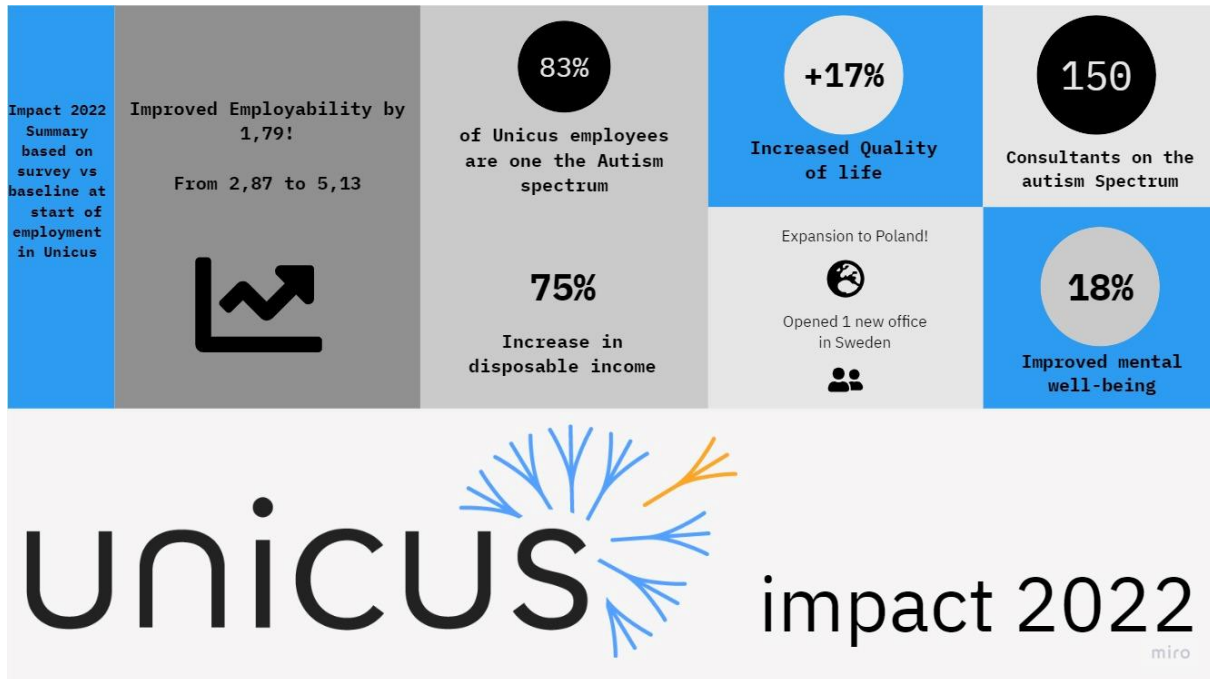


UNICUS IMPACT 2022!

2022- Unicus impact growth!



150 consultants on the autism spectrum employed by 31.12.22

Unicus really makes a difference! We reached all time high in number of employees and together with our employees, customers, and other stakeholders we delivered continued sustainable social impact results.

At Unicus, we are thrilled to present our annual impact report, highlighting the remarkable achievements and progress we have made in the past year. As advocates for neurodiversity and champions of inclusion, we are proud to share our accomplishments that have led to a more inclusive world. With almost 15 years of operations under our belt, we continue to embrace the strengths and talents of individuals on the autism spectrum. Together, we strive to create a society that celebrates diversity and promotes equal opportunities for all.

When asking our consultants to self-assess a number of factors at the end of 2022, as compared to before they joined Unicus, we see some great improvements. We saw a 17 % increase in improved Quality of life, 18% increase in improved mental well-being, 1,8x increase in employability and 75% increase in disposable income!

IMPROVED QUALITY OF LIFE BY 17%

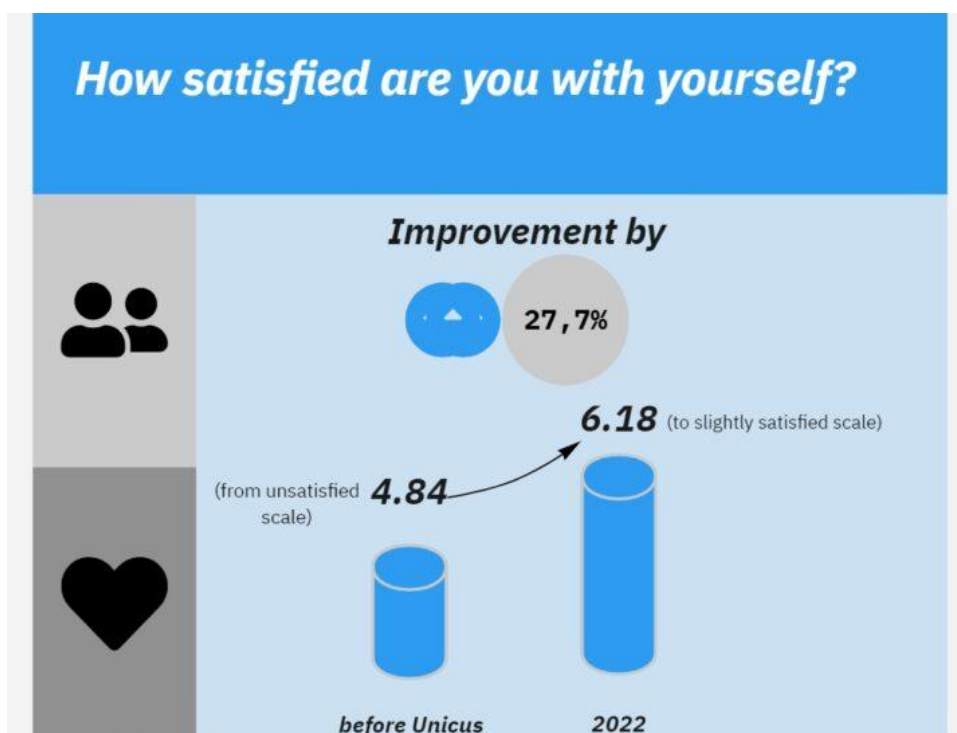


Impact in Improved Quality of Life

One of the main areas of our impact measurement is Quality of Life, and for 2022 it shows that the quality of life for Unicus employees was improved by 17%, from 5,52 (on slightly low scale) to 6,48 (on slightly high scale), an Impact we are proud of. This is an aggregated area of 8 questions that we ask our employees to measure Quality of Life in line with our impact strategy.

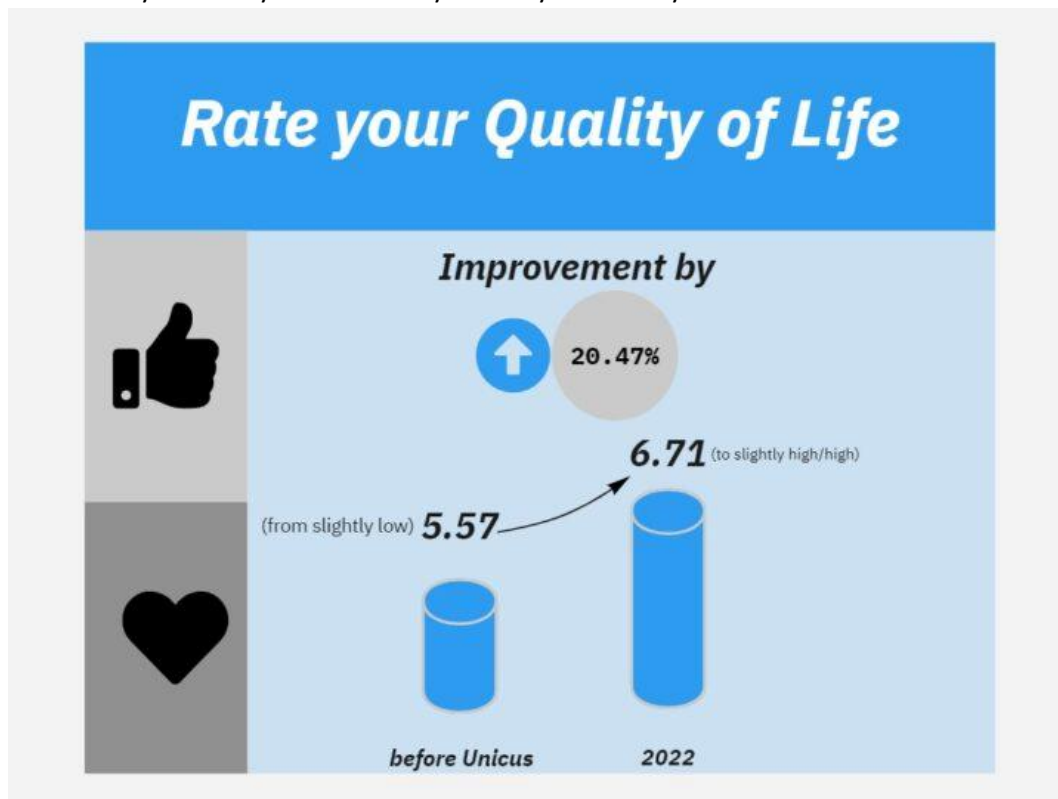
Below we have highlighted 2 areas in our survey on Quality of Life:

A key takeaway: “How satisfied are you with yourself?”



Here the results show that prior to joining Unicus, the average of Unicus employees answers were 4.84 (Unsatisfied scale) and 2022 results is 6,18 (slightly satisfied scale). This is an major improvement by 27,7% and has lifted our employees from unsatisfied scale to slightly satisfied scale.

Another key takeaway “How would you rate your Quality of Life?”



This is our employees' own perception of what their quality of life is like (and should not be mixed with the results of the overall measurement on Quality of Life). Here the results show that their Quality of Life has been lifted by 20.47% from 5.57 (slightly low) from time prior to joining Unicus, up to 6.71 (slightly high/high) in 2022.

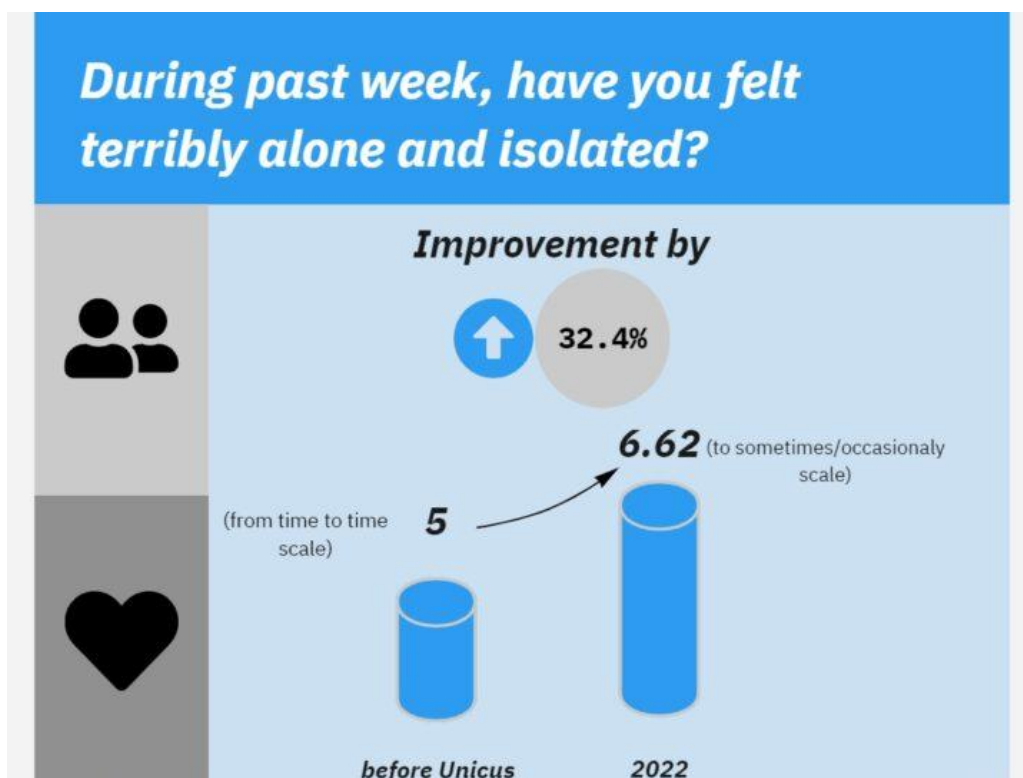
IMPROVED MENTAL WELL-BEING BY 18%



Impact in Improved mental well-being by 18%

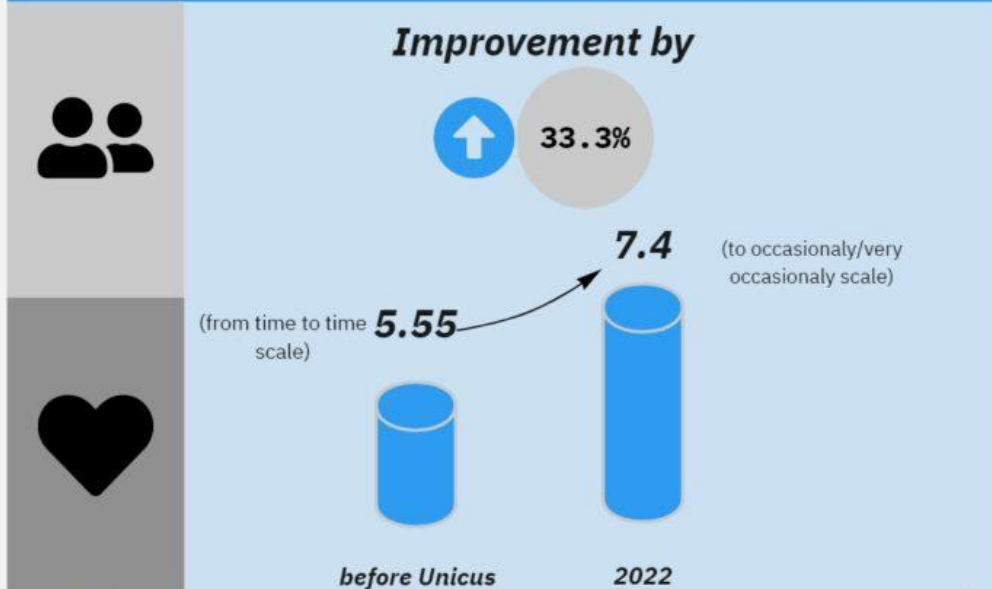
2022 results survey in one of the main parts of our impact measurement and shows that the mental well-being for Unicus employees has improved significant with 18%

Have you felt terribly alone and isolated?



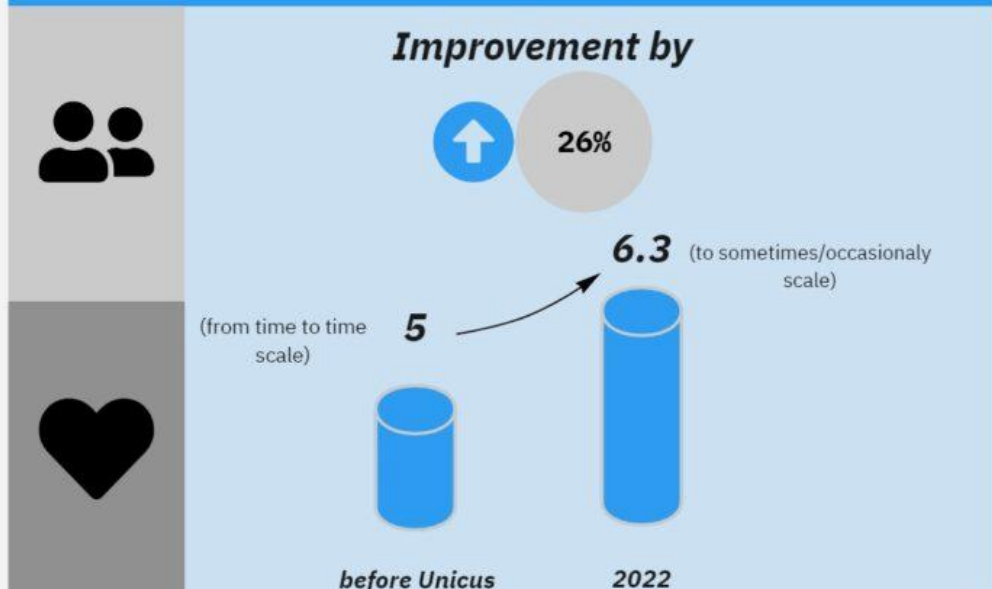
Key finding Have you felt unable to cope when things go wrong?:

During past week, have you felt unable to cope when things go wrong?



Talking to people:

During past week, Talking to people, has it felt too much for you?



IMPROVED EMPLOYABILITY BY 1.8X

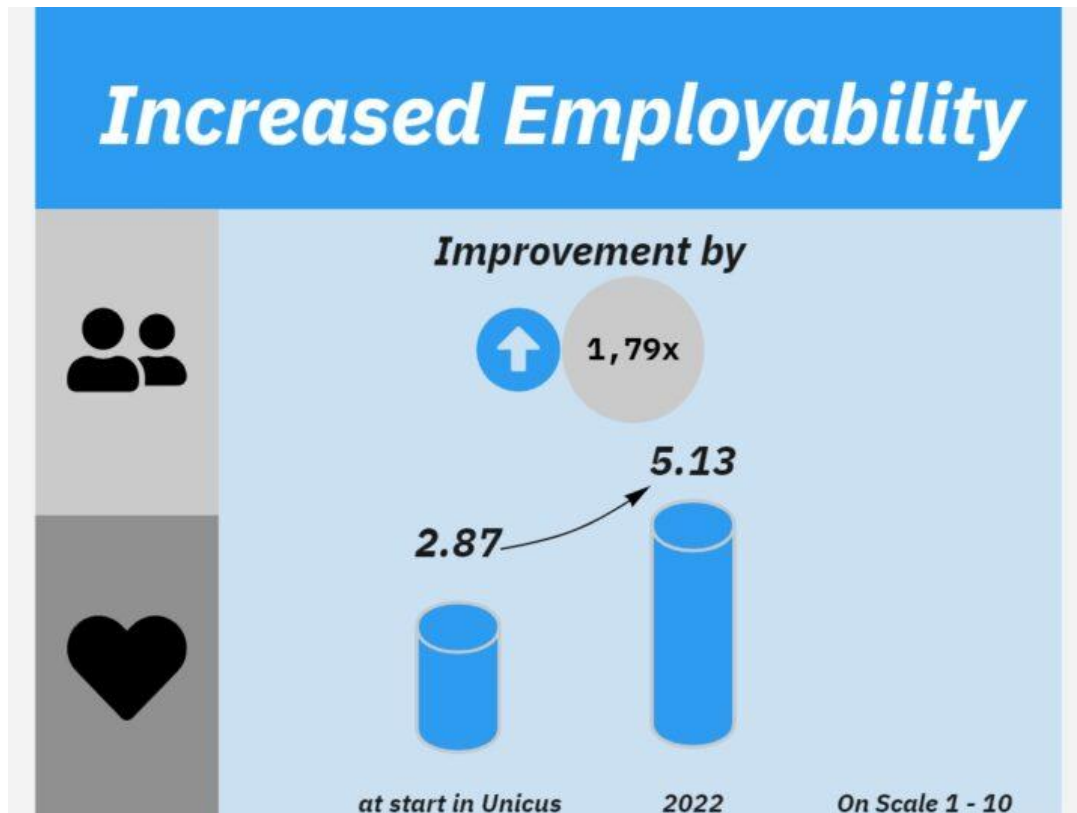
Building experience & people



Developing People

In 2022 we had an increase in employability by 1.8 times compared to baseline of 2,87 at the start of engagement at Unicus compared to a employability by 5.13 at end of 2022. This is a significant improvement in employability and a positive development for Unicus employees.

5,13 is lower than what we saw in 2021 (5,82) and that is not a negative thing, because of our growth in new employees that come from unemployment. The newly employed naturally have lower employability when they start in Unicus.

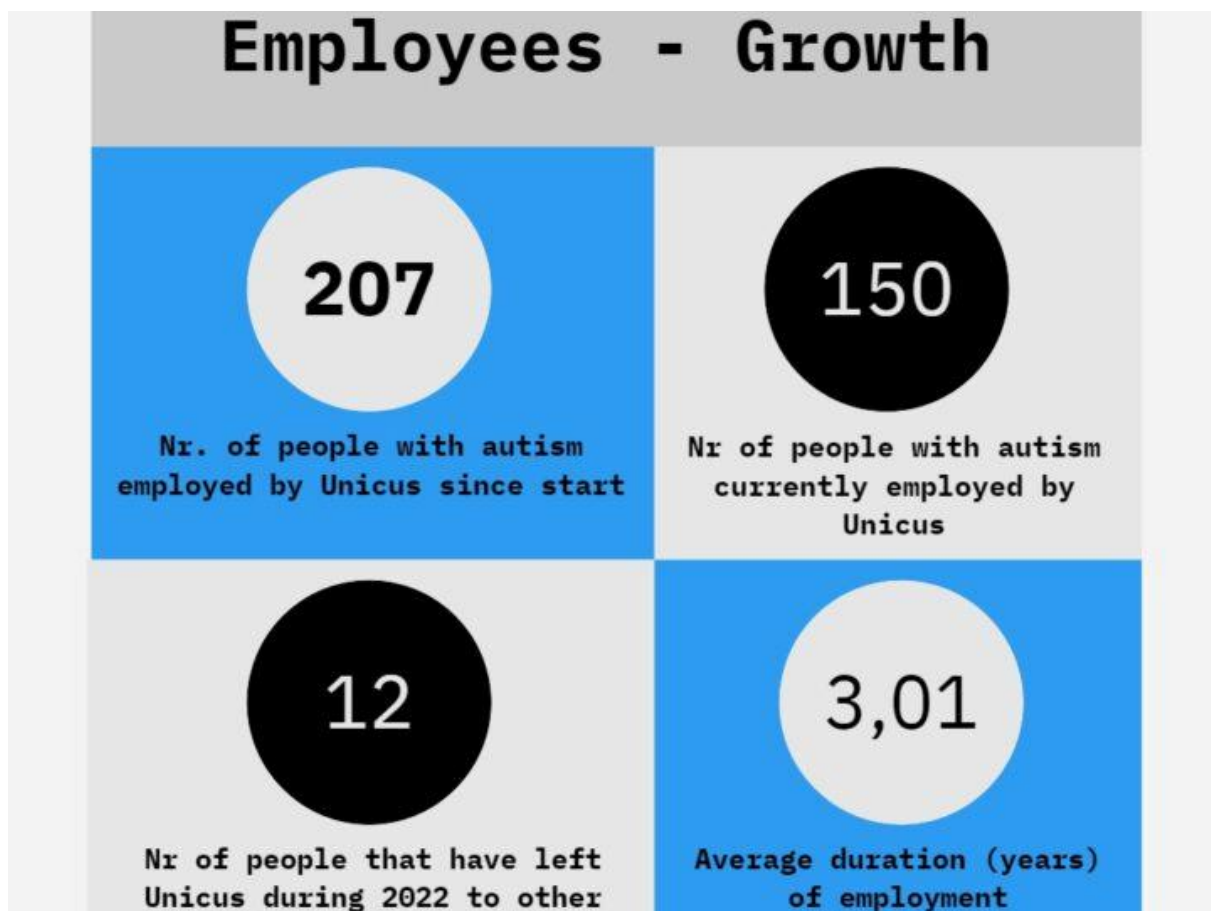


All time high nr of employees in 2022



We have now reached 150 employees in 2022

We are proud of the fact that Unicus in 2022 continued the growth in our business in a still challenging world going from focus on the Covid-19 pandemic to the tragic war of Ukraine and the changing geopolitical landscape.

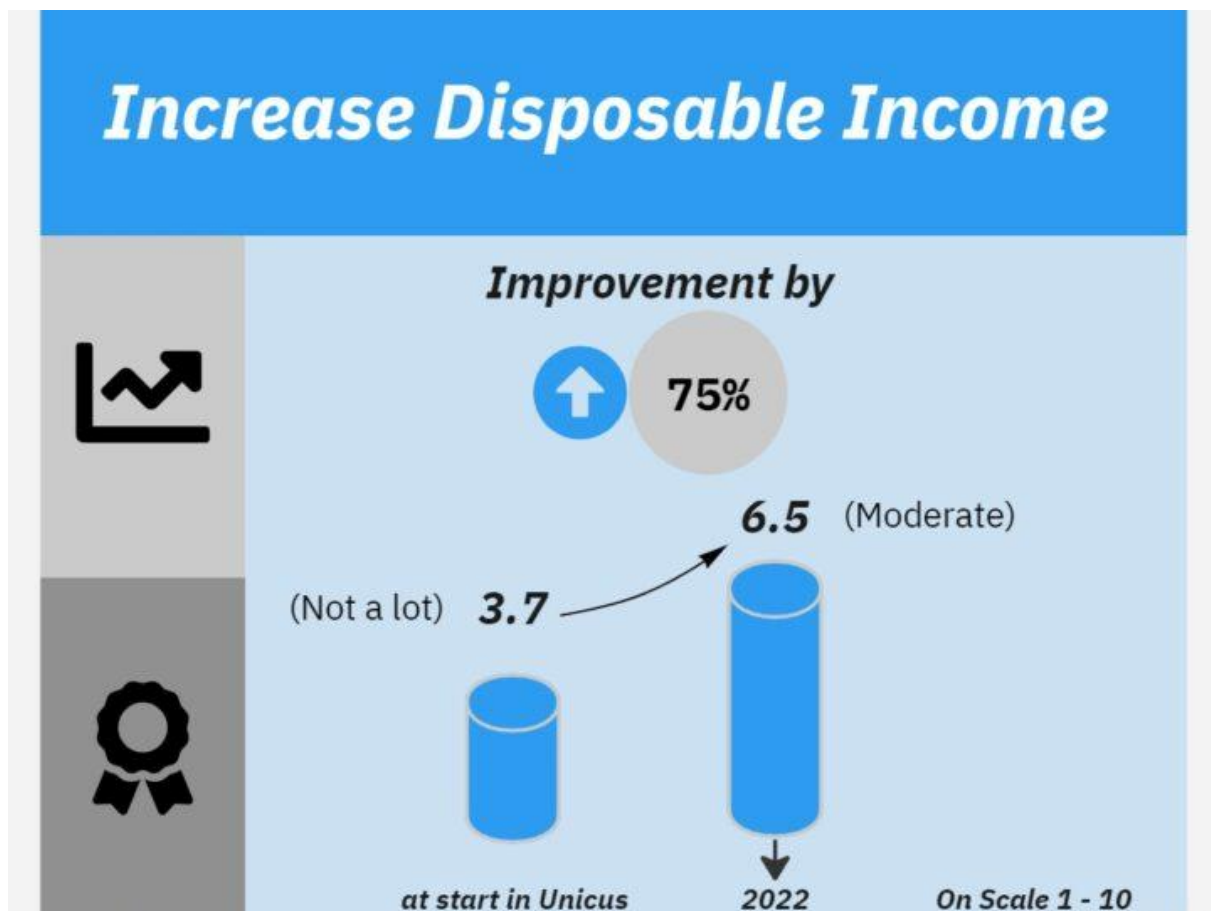


Disposable income increased by 75%



The importance of disposable income

In 2022 Unicus employees disposable income increased by 75% compared to when joining Unicus. An significant improvement from 3.7 (not a lot) to 6.5 (moderate)!



2. Improved average perceived capacity to cover basic needs.

Average answer on a scale from 1-10 for Unicus employees is 7,9, good level, for meeting basic needs. An improvement of 39% from 5.7, just enough scale, when joining Unicus.



Impact stories

But it's incredible to be at work again. To be able to talk about subjects and experience that my ideas and suggestions are heard, and to get recognition for the work you do!



Foto: Mona Sæther Evensen

Steffen started at Unicus in 2022, and has for the last 6 months worked on the Data Lake team at Wallenius Wilhelmsen. But it has been a long and winding road to where he is now.

Steffen has been programming since he was a child. He started studies in statistics at NTNU, but struggled with social life and felt that he did not fit in. He started computer science at UiO instead and had two internships. One for Atilika in Tokyo and one for Ardoq at Startuplab in Oslo, both places as front-end developer. He tried to combine full-time studies and full-time work. It didn't work.

-I was on sick leave and ended up at NAV. Eventually I also developed depression and was referred to a psychologist. He was the one who saw it, already after the first session, that this could be Asperger's. Getting a ASD-diagnosis made the support from NAV completely different, says Steffen

For several years, Steffen Nilsen applied for developer jobs, but wasn't hired. Gradually, those around him, both NAV and friends, began to ask questions about whether he should perhaps find something else.

-It was quite painful, he says. I have an education in computer science and I know what I can do – so hearing that coding “maybe wasn't for me” was painful.

When he started getting more help, the pandemic began. In total, he has been out of work for five years. He has felt how destructive it is to walk around without meaning, he says.

Eventually he found Unicus and started an internship there in 2022. It's been a busy autumn, with certifications in AWS, getting familiar with Azure, brushing up on React and learning Docker lots of other stuff he says.

-But it's incredible to be at work again. To be able to talk about subjects and experience that my ideas and suggestions are heard, and to get recognition for the work you do. Steffen works without any specific adjustments, but his colleagues know he has an ASD diagnosis.

A common prejudice is that people with Asperger's struggle to work in noisy environments. Steffen grew up with eight siblings, so is used to noise and can work well in an open-plan office.

-But if I were to stand on a stand at a conference for a whole day and engage in small talk and sales, I think that would have been exhausting. More tiring for me than for others. But I could have done it

He believes that some employers may fear that get an employee who is not flexible, does not cope with change and struggles with social life if they employ someone with and ASD-diagnosis.

-But there are just as big personal differences between those with a diagnosis and those without. And the opposite: Although people with ASD are often seen as analytical, this does not mean that everyone with the diagnosis is suitable as a programmer.

Steffen also believes that the increasing focus on diversity can be positive. It can be nice for those who fall outside work life to hear that they are wanted and that companies are looking for diversity. If it helps to get more people employed and gives them a sense of mastery, then it is good for everyone.

Text from article in kode 24 <https://www.kode24.no/artikkel/steffen-var-arbeidslos-og-deprimert-sa-fikk-han-diagnosen-som-a-skru-pa-en-bryter/78200521>

-But it's incredible to be at work again. To be able to talk about subjects and experience that my ideas and suggestions are heard, and to get recognition for the work you do. Steffen works without any specific adjustments, but his colleagues know he has an ASD diagnosis.

Nathalie's commitment opens many doors



Commitment spreads, both in the workplace and outside. In the role of consultant and internal safety representative, Nathalie has opened several doors where she can contribute in several ways. She is the energy spreader who does not hesitate to improve small and big things in her workday.

For a couple of years now, Nathalie has been working as an IT consultant at Unicus. Today, she mainly works with monitoring for different types of processes at H&M. As soon as our video call starts, I'm greeted with a big smile.

On a daily basis, Nathalie's team uses the program Splunk where everything is documented and all logs are saved. It is a program that makes it possible to search, monitor and analyze entered data in a user-friendly interface.

-Right now it is very exciting to research different products and see what is best, Nathalie answers when I ask what she finds most interesting about the work.

Now the team is therefore preparing a migration to cloud-based storage. It is Nathalie who has been given the task of comparing different products in order to find the best solution going forward.

-We started with Splunk Observability, explains Nathalie. I'm very interested in that program, because I think eventually it will become standard. When the other team asked for a representative from our team, I volunteered.

Social activities that provide energy

We continue to talk about how important it is to have people around you that you trust. I ask Nathalie about the rumor regarding game nights with the colleagues at Unicus. She quickly smiles and excuses herself to

leave the room. Soon she is back with an unopened board game. She excuses herself briefly before continuing:

-We are actually going to have game night tonight. So that's why I'm in the office today. I think board games are fun, especially when you have good company!

Nathalie's ability to bring others along is impressive. She seems to have an inexhaustible energy when she is with others. Instead, the most energy-draining thing is when she needs to do things just because they have to be done. She gives an example and explains how she appreciates the way her client has handled the return to the office after covid-19.

-It's more 'it would be fun if everyone could see each other in the office'. I think it's nice that they don't say 'you have to be in once a week'. Then they would have struggled against more.

Most days Nathalie works from home. She thinks it works well and explains that most of it is tasks that she still has to do alone. In addition, she has several international colleagues whom she still cannot meet physically. At the same time, it feels good to be able to come into the office when she wants:

-Sometimes I go in on a Tuesday when everyone else is in. Then we sit and have coffee, talk and hang out.

"We won't fake that we like it"

Nathalie explains to me that many people seem to think that autism means a social inability or that one has no need for social activities. With determination, she explains that it is not true.

-Obviously we disprove that with our game nights, she says emphatically. We can hang out, but we won't fake that we like it. Maybe that's what makes others think we're different. It's more about not wanting to pretend. If I don't want to do something, I prefer to say so.

She herself is very social and gets energy from organizing various activities. Nathalie explains that it may be about recurring misunderstandings about what autism is and how it manifests itself:

-Even friends have said 'you can't have autism because you can look me in the eye'. I think we are very much labeled as to what we can and can't do, but everyone is different. Maybe autism makes us more extreme in one direction or another, but it doesn't really matter, she notes.

High job satisfaction with supportive colleagues and good managers

Something that Nathalie appreciates is that she always has someone with whom she can share thoughts and ideas. Having space to openly discuss different things creates security.

-The managers are extremely good. I know Sara is always there. She never says 'why are you thinking about that?', but is open to what I need to have said. It's nice not to be judged.

It is not only from the consultant manager that Nathalie finds support and advice. She also has several colleagues from Unicus who work for the same client. They can spontaneously call each other to discuss a situation. Although she has good colleagues at the client, Nathalie appreciates her friends at Unicus because they share similar experiences with each other.

-It's just nice to have confirmation that 'I would also have a hard time with that'. Not all, but many of the consultants at Unicus have similar experiences from childhood and working life, says Nathalie with a faint smile that spreads so quickly that I wish the conversation hadn't already ended.

Impact Unicus Group



Unicus's Annual Impact Report: Celebrating Growth and Inclusivity

We have seen growth in all our markets and an increase in nr of employees.

At Unicus, we are thrilled to present our annual impact report, highlighting the remarkable achievements and progress we have made in the past year. As advocates for neurodiversity and champions of inclusion, we are proud to share our accomplishments that have led to a more inclusive world. With almost 15 years of operations under our belt, we continue to embrace the strengths and talents of individuals on the autism spectrum. Together, we strive to create a society that celebrates diversity and promotes equal opportunities for all.

Reaching New Heights:

This year, we have reached an all-time high as a company with 150 dedicated employees on the autism spectrum. This milestone not only showcases our commitment to inclusive hiring practices but also demonstrates the incredible potential that neurodiverse individuals bring to the workforce. Our vision of a more inclusive world is becoming a reality, one employee at a time.

Expanding Our Reach:

In line with our mission, we have opened a new office, further expanding our presence and impact. This year, we proudly ventured into Poland, bringing our unique approach to fostering an inclusive work environment. By establishing roots in new territories, we are extending our influence and empowering more individuals to thrive in the workplace.

Empowering Neurodiverse Talent:

We are dedicated to ensuring that our employees reach their full potential and lead fulfilling lives. Through our comprehensive mentoring and support, we have witnessed remarkable improvements in several key areas. The employability of our workforce has increased by an impressive 1.9 times, providing our employees

with even greater opportunities for growth and advancement. Furthermore, we are delighted to report a 17% increase in the overall quality of life for our employees, a testament to the positive impact of our inclusive practices. All compared to before starting in Unicus.

Mental Well-being and Financial Stability:

The well-being of our employees is of paramount importance to us. This year, we have observed an 18% improvement in the mental well-being of our workforce compared to baseline at start in Unicus, reflecting the positive environment we have fostered. Additionally, we are proud to share that our employees' disposable income has increased by a remarkable 75% compared to their pre-employment days with us. This financial stability provides a solid foundation for our employees to lead fulfilling lives and achieve their aspirations.

Shaping the Conversation:

Our commitment to diversity and inclusion has gained recognition on a global scale. We are honored to have been featured in Forbes Japan, with an article celebrating the strength that diversity brings to our organization. As thought leaders in our segment, we are driving the conversation around inclusive practices, inspiring other companies to follow suit.

Leading the Way:

With our unwavering dedication to neurodiversity, we have become one of the leaders in our segment. Today, we have offices in Norway, Sweden, Finland, the Netherlands, and Poland, making us a truly international organization. Our growth and presence in multiple countries not only enable us to provide more employment opportunities but also allow us to champion inclusion on a broader scale.

Looking Towards the Future:

As we reflect on our achievements, we remain committed to our vision of a more inclusive world. The success and impact we have achieved over the past year fuel our determination to do even more in the years to come. We will continue to embrace neurodiversity, celebrate the unique talents of our employees, and advocate for equal opportunities for all.

In conclusion, we are immensely proud of the strides we have made as a company, the positive impact we have had on the lives of our employees, and the role we play in fostering inclusivity. We extend our heartfelt gratitude to our employees, partners, and supporters who have made these achievements possible. Together, we will continue to build a more inclusive world where everyone has the opportunity to thrive.



*Lars Johansson-Kjellerød
Founder & CEO Unicus Holding*



Foto Oda Hveem

Impact Unicus Norway 2022

Unicus Norway continued the positive financial development from 2021 into 2022, increasing both top line and bottom line significantly. Equally important, we see that we also create important improvements in our employees life. Some key areas where we see we create impact are increased employability after they started working for Unicus, increased quality of life and improved disposable income. To help us understand and manage impact, we perform regular impact surveys with our employees. Below are some of the key results from the 2022 impact survey.

Employability

In the 13 years Unicus AS has existed we have taken 49 people with Asperger from unemployment to employment. We aim to increase that number with 12 people in 2023. We also see that a significant percentage of the employees that leave Unicus, manage to find and hold on to other relevant jobs. We also assess that the average employability of our current employees has increased 131 % since they started working for Unicus.

Our employees are very loyal, the average time of employment is 4.08 years and we have a low turn-over.

We have a structured approach to how we attract and hire people with potential, and we continuously evaluate how we can improve the process. We also see that number of applicants continue to be high. In 2022 we also increased the focus on soft skills, taking all interns through a structured program. We have experienced that the area of project work our employees sometimes find challenging is related to some areas of working in a project model; communication, interaction with others etc. The goal of the soft skill training is to minimise these challenges.

Quality of life

Most of our employees rate their current quality of life as relatively high, and it has increased 7 % since they started at Unicus. The quality of life index is based on several factors, and the one where we see the highest scores are having money to meet basic needs, satisfaction with health and generic rating of their quality of life.

All of our employees are unemployed when we hire them. Many have been unemployed for several years and some have also been isolated socially. The wellbeing and quality of life of our employees is a key element in the impact Unicus create and being appreciated and feeling that they master their work is an important element in the quality of life. We also believe that that the social interaction they have to manage in a project situation improve their ability to manage social relationships privately.

To ensure that the project experience is as positive as possible, we follow a structured process for staffing and on-boarding on projects. In addition, we have implemented a structured approach for status update with both clients and our employees, to ensure we can give targeted and actionable feedback as quick as possible to our employees.

Disposable income

Our employees have through working with Unicus increased their disposable income on average with 49 %. This has also increased their ability to finance basic needs – assessed by the employees to have increased by 16% on average.

We will during 2023 implement a new consulting structure with three levels. The ambition is threefold; create a career path for the employees; implement a wider salary range between junior and very experienced consultants and ensure we can get a higher rate for the more experienced consultants.

Communicating to inspire

Through our daily interaction with clients and employees, we frequently experience inspiring achievements and interesting stories related to diversity, people and technology. We want to share those with as many people as possible. Our key channel to publish these kinds of stories is through LinkedIn, where we aim publish weekly stories. In addition, we frequently participate in podcast to discuss these topics in depth. In addition, we also have key note presentations at relevant conferences. One such was Kongsbergs DIB-summit (diversity, inclusion and belonging).

In 2023 we aim to present more customer stories through our relevant channels, where they talk about what we have worked on and how we have created impact.

Impact Unicus Sweden



Impact Unicus Sweden 2022

Since its start in January 2017, Unicus Sweden has grown to 56 consultants (31/12-2022). During 2022 we also have employed four additional leaders, with the most significant purpose of having close contact with our consultants and giving support and help the best way possible. It also gives us the conditions to continue growing to reach our goal of 100 consultants.

I'm glad that During 2022 Unicus have been recognized in many ways. We have, for example, won different prizes, one of them is S:t Julianpriset (Stockholm Stad) within the category "Employer characteristics".

Impact results Sweden

This year's impact result shows that Unicus employees as a collective have a significantly higher quality of life (+25 %) and better mental health (+23 %) compared with before they started to work.

For me, as CEO, this is among the most essential things Unicus can deliver to our employees. If we look at the business aspect, this leads to more hours with the customer and a better appearance, which is part of the explanation for Unicus Sweden's good financial results in 2022.

Alongside the quality of life and mental health, we have also increased our employees' assessed employability by 61% and employees' disposable income by 94%.

Activities with our consultants

Once a month, we arrange dinner with information and social activities with our consultants.

In September, we had a conference with 40 consultants participating. From a Friday to Saturday, we visited Vadstena and had many appreciated activities to get to know each other better and define how to evolve Unicus and work smarter.

We know that many of our consultants have lacked a sense of belonging in the past. To meet and connect with other people with the same experience is something many find very meaningful.

Impact through inspiration and communication

As last year we have a desire to inspire through communication. Our business gives us many experiences and thoughts that we are grateful to share. We produce customer cases and employee stories and are active on LinkedIn.

In addition to driving our business forward, people who live with NPF in different ways appreciate our communication on social media. It is impossible to measure, but we consider this an indirect and essential impact.

In May, Unicus participated in the EU-organized Diversity Month. We contributed to awareness and inspiration through several workshops with different customers where we discussed NPF and what we are doing at Unicus.

New office in Gothenburg

In 2022, we expanded our business to Gothenburg. We look forward to continuing our successful and positive development since the start in Stockholm in 2017 and Malmö 2020.

Impact Unicus Finland



Impact Unicus Finland 2022

2022 was, after the pandemic, the first mostly normal year, with people coming back to offices. After a long time, the first all employee events, such as the Summer Event & Christmas party were held. In the summer event, the team went rowing with traditional Finnish “Church Boats”. Christmas party was held at a Norwegian Viking style restaurant Harald. To celebrate the success of 2022, team Hoodies were ordered for everyone.

The Russian aggression in Ukraine impacted our employees. In the beginning of the war, some consultants had hard time in focusing on normal daily routines, and some sleeping challenges.

As our consultants are getting more experience, their skillsets are improving.

Employment

During 2022 the number of consultants rose from 12 to 17.

One consultant was recruited from Kuopio and one from Lappeenranta. Remote work makes it possible to start consulting assignments from remote locations.

Unicus consultants are performing well in remote offices. Saving time & energy whilst not commuting to office and back is possible with modern technology.

Unicus walking meetings were continued. Once a quarter the manager goes to the home of the consultant to

walk for an hour. Perfect way to exchange ideas and hear the latest from the customer projects, as well as getting some fresh air.

Disposable income

According to the recent survey the satisfaction with the disposable income in the Finnish Unicus team rose from 4,9 to 8,63.

A significant increase of 3,73. Unicus salary is based on the local collective agreement.

Fair salary is one of the Unicus key principles.

Quality of life

Finns are, according to studies, the happiest people on the planet. That is shown in the Unicus social impact surveys.

All 9 different measured areas improved during 2021. The most significant increase in disposable income, but areas developed well too.

Mental well-being

One of the development areas for 2022 was sleeping. In June an event was held, where an external sleeping consultant educated us about how to sleep better.

Recent survey indicates an improvement in the area.

Specialisterren Netherlands

Specialisterren Netherlands have shown good development during 2022 with all time high of nr of consultants on the autism spectrum



Here you can read the full 2022 impact report for Specialisterren:

https://uploads-ssl.webflow.com/60ed38b47fe1cf241751d603/643e4d338b508e535cddf998_Specialisterren_verslag%20social%20impact_def2_online.pdf

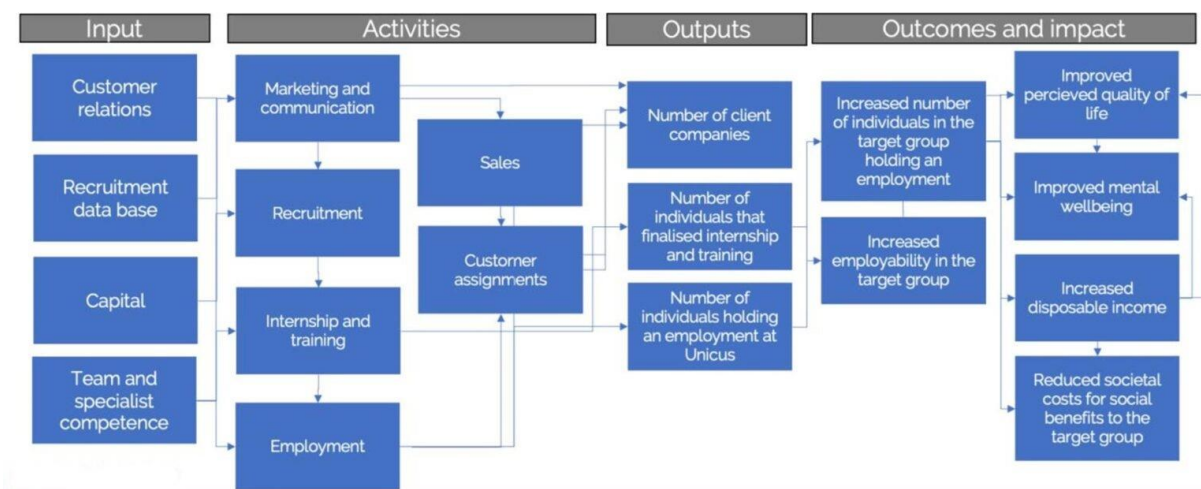
UNICUS IMPACT STRATEGY



Unicus Theory of Change

In 2022 we have continued on the same path like in 2021, when we launched an IMM (Impact Measurement and Management) initiative with a view to dig deeper in order to also look at more qualitative factors like perceived improvement in mental health/ well-being, improved quality of life etc. and to do this in a more standardized and annually recurring way across all our entities in Norway, Sweden and Finland. In so doing we refined our Theory of Change.

We have ambitious goals for our Impact strategy and are humble to the fact that creating an new impact strategy is an extensive work and a continuous development that will affect how we build competence, measure and operate as we move along, adapts and deploy as a leading company in social innovation.



Unicus theory of change is developed during many years operating in the field of autism & IT, and is revised and based on both long experience and with dialogue of experts within the field.

Our impact strategy is aligned with our mission/vision & values.

Measuring and reporting on impact is not something we do for communication purposes or to satisfy our investors. We do this to make sure that we stay true to what we want to achieve in this world, to make sure we continue to deliver high value to our employees, and in a larger perspective to society.

Here you can read the Unicus Impact & Management strategy:

[Unicus Impact measurement and management system June 2022](#)

IMPACT MANAGEMENT 2022 – Measure to act

**Impact Management - How we act on our Impact**

Impact management is one of the main reasons why we measure our Impact, and is core in our way of running our strategic and daily business.

In our survey this year we found a area we would like to act on and manage our business. We see that several of our employees have areas of improvement when it comes to their sleeping pattern.

The survey showed that there has been a negative development in the sleeping pattern during the last year, compared to our baseline when starting in Unicus. Results in January was 5,9 compared to 5,98 in baseline. This means that the average numbers are OK, but that we can see that some individuals having a potential for improvement. The average of 5,9 puts us up to almost “occasionally” that is 6 on our scale and 5 is “sometimes”.



Therefore we will continue and initiate offers to our employees that are not happy with and want to try to improve their sleeping pattern.

Customer Impacts- Impact in society

Tine- Diverse teams



Tine: A diverse team is a strength for us

Unicus consultant Mariell Breivik has worked via ExperisPartner for TINE Distribusjon. Her education is in physics, and in Unicus her main area is data analysis. At TINE, she helps, among other things, a dozen route planners to plan how they can deliver most efficiently to customers all over the country. Over the last years, Unicus have worked on several projects for Tine.

– My tasks can be divided into two areas. One is to maintain the computer systems, read data into the system in the event of route changes, and support users with technical expertise in day-to-day operations. The second is about improvements, analysis and optimization, says Breivik.

The last part has been most interesting, says Breivik. When the route planners create new routes, they have a computer tool that suggests the fastest route automatically. On her own initiative, Breivik has taken this system from a good idea to something that can become a practical tool for the planners.

– The old system is not actively used today, partly because it calculates routes based on air travel. My code reads in and uses the road network to find the distance between customers, thus considering where the car can actually drive.

It is not intended that the planning tool should replace the work of the route planners, who also have a lot of local knowledge that the computer system does not have. But hopefully it can save a lot of time.

Mariell has enjoyed her project at Tine.

– I have been told in other contexts that I have a strong eye for details and am good at seeing patterns. These abilities are helpful on projects like these. Another relevant ability I have is hyperfocus, i.e. the ability to maintain intense focus over a long period of time, she says.

At TINE, Mariell receives glowing feedback.

– Mariell is resourceful, thorough and very competent in her area. She has great capacity, quickly turns around to help others and meets deadlines. She may not be the loudest talker at lunch, but she is honest and speaks up when necessary. I think a diverse team is a strength for us says department manager Ida Liaaen Hotvedt

H&M- Cristian Deaconeasa, product owner and team manager



Unicus provides H&M with technical skills to solve real, complex issues

Four years ago, one of Unicus' consultants joined H&M as part of the Technical Engineering team. We asked Cristian Deaconeasa, product owner and team manager, about his collaboration with Unicus.

– I have always had such a great experience working with Unicus, Cristian says. We really benefit from our consultant's technical skills, and ability to go all the way when fixing problematic technical situations.

Having autism or Aspergers usually comes with a strong ability for analysis, structure, and an eye for detail. When Cristian started at H&M, he had never heard about Unicus. Soon, he discovered the many opportunities that come with the collaboration.

– One of the first things I noticed about my consultant was a keen sense of focus. Any technical questions, a solution was delivered promptly.

A match made in heaven

Every consultant from Unicus will have a WorkBuddy – one colleague whom they can ask for advice or information. The dedicated WorkBuddy will be at hand in case of questions or support during the workday. [Carl-Johan Hammar is the WorkBuddy](#) of Cristian's team, and he has developed a special connection to Unicus' consultant.

– Carl-Johan is taking a lot of responsibility for communication, and it is a great pleasure to see them working together. They have such a nice, warm relationship, Cristian explains.

The small team has nine members placed in Stockholm and India. Everyone is a senior performance engineer, and the communication style is pretty straightforward. It is a tight knit team, and Cristian could not be any happier with their performance:

– This is one of the best team setups that I have worked with.

Everything starts with one

Many people that have autism or Aspergers have a hard time finding their place in the ordinary job market. Cristian has worked as a manager in several large corporations throughout Europe. We wanted his perspective on how to create a more inclusive job market:

– It is great that my predecessor managed to start this collaboration with Unicus. I am not sure that I would have been able to recognize such an opportunity myself.

Cristian shared his positive experience with his manager, which sparked other team leaders' curiosity about Unicus. Today, Unicus has five consultants placed in different teams at H&M. After years of regulations due to the pandemic, most people are back at the office. Cristian is looking forward to meeting the other Unicus consultants' in person:

– We need a lot of people that are able to fix real, complex, technical issues, and eventually you get solid working products in production. I believe that building quality products is the best way to reduce costs, Cristian says and takes a deep breath before continuing:

– *Everything starts with one. Any technical company needs people like Unicus' consultants.*

– This is one of the best team setups that I have worked with.

– Any technical company needs people like Unicus' consultants.

Handelsbanken



Dare

to see the team's differences as a strength to be reckoned with

When differences are seen as a strength, we can create truly high-performing teams. That is Jan Forsh's conviction. He has worked with several of Unicus's consultants over the years. The insight from these collaborations has contributed to developing his leadership in several ways.

-I strongly believe that differences make strong teams. Leaders who have the ability to see this and bring out the best in the team's differences will win games, says Jan, adding: I know that's hard to do and easy to say. Therefore, I encourage you to dare to try!

That Jan Forsh is a leader with a strong passion for leadership issues quickly becomes clear in our conversation. With over 30 years of experience as a leader, both as an employee and consultant mainly in the banking and insurance industry, Jan works today at the consulting company Rumblin Consulting AB.

A match between competence and personality

Already during Unicus's first year, Jan caught the eye of the company where all the IT consultants have Asperger's/autism. He already knew Unicus's CEO, Anders Barnå, and was attracted by Unicus's unique profile and the competence it could deliver. During this period, he worked as IT delivery manager for customer meeting development at Länsförsäkringar AB and was responsible for the recruitment to the teams.

-Roles as testers require a personality that is very thorough and always strives for high quality, explains Jan. The consultants from Unicus have exactly that.

The match between Länsförsäkringar's need for careful testers and Unicus' consultant profiles was a given. At the same time, he does not deny that certain counter-performances are required from companies that bring in consultants from Unicus.

-In my role as a leader, there is no difference between person and person. But the consultants from Unicus have some structural needs that are important to take into account; among other things to create space for the person to need a little extra recovery.

A close collaboration with Anders and consulting manager Malin Allard gave Jan support in creating the right conditions in the workplace. Together with his colleagues, he received onboarding in how the collaboration works and was always able to get in touch with questions.

The importance of a healthy working climate

Today, Jan is a consultant at Handelsbanken and here too he works together with an IT consultant from Unicus. He notes that many of his workplaces have worked actively with diversity over the years. At the same time, he thinks that as a leader you can work more actively with the soft issues, something he himself has gotten better at over the years:

-I have become a better leader with the help of Unicus, says Jan. Then I'm also humanistic and very value-driven.

Bringing together different types of personalities and strengths under a leadership that has the ability to pick the best out of differences, Jan describes as a success factor for creating a high-performing team. All employees have unique needs, this does not only apply to Unicus consultants. That insight has always been there with Jan and the work with Unicus has contributed to empathetic leadership.

-I have switched on an extra radar frequency. The people I have worked with from Unicus mean that we create a healthier working climate. Thanks to the knowledge that this is a person who has slightly different needs, we also become clearer to each other.

Leaders benefit from meeting the needs of employees

It is a fact that the climate in many workplaces is characterized by speed and constant change. Many of us do not have a fixed place to sit and we are expected to deliver on an assembly line. Jan sighs and admits that he has seen many examples of employees being handled in a way that doesn't really suit him. It has made him think differently:

-As a leader, I make sure to address the person directly and say: Are you okay with this assignment? Do you have what it takes to succeed? Are the expectations clear? The individuals who come from Unicus create an afterthought in me that is fundamentally a healthy way of looking at one's employees.

At the same time, a sympathetic approach also places higher demands on leadership. It is based on a consensus where both parties agree on what is important. In order to find forms of cooperation that work both in the short and long term, openness, mutual trust and clarity are required.

-You have to respect the fact that leadership becomes a little more multifaceted, says Jan. As a leader, you need to take in new perspectives and be more compliant, depending on which individuals you have in the team.

I have become a better leader with the help of Unicus, says Jan. Then I'm also humanistic and very value-driven.

Unicus featured in Forbes Japan



Difference is a strength!

Unicus was featured in Forbes Japan september edition with the topic “Difference is a strength”. One of our core values is to inspire. By showcasing Unicus as an example of an impact driven company in Asia, we believe this is part of our impact. Where we can lead as an example of impact!



Read the digital version of article in Forbes Japan: [Unicus Forbes Japan](#)

Impact Quotes



At H&M Group, we want the composition of employees to reflect society at large. Having colleagues who contribute with different perspectives not only creates a creative work environment, but also gives us better opportunities to offer products and services that meet customers' needs

Maria Karlsson - H&M

Handelsbanken

I have become a better leader with the help of Unicus, says Jan. Then I'm also humanistic and very value-driven.

Jan Forsh - Handelsbanken



Any technical company needs people like Unicus' consultants.

Cristian Deaconeasa - H&M

Unicus provides H&M with technical skills to solve real, complex issues!

Cristian Deaconeasa - H&M

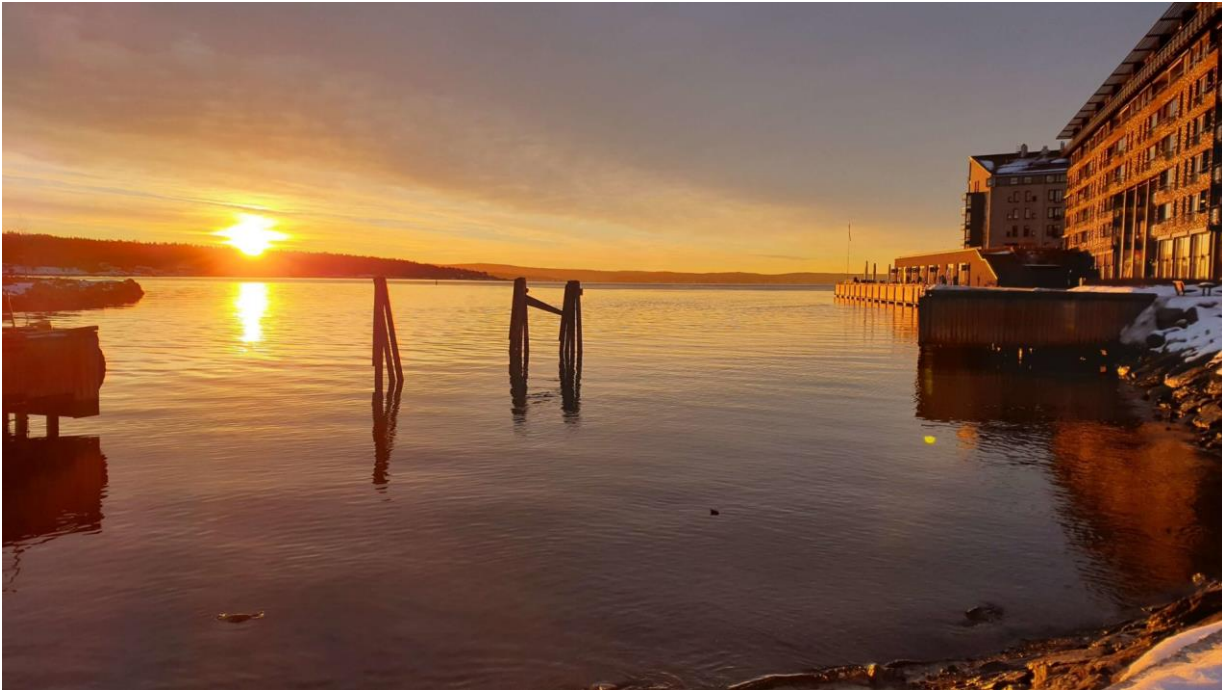


Ta vare på hverandre

Mariell is resourceful, thorough and very competent in her area. She has great capacity, quickly turns around to help others and meets deadlines. She may not be the loudest talker at lunch, but she is honest and speaks up when necessary. I think a diverse team is a strength for us

Ida Liaen Hotvedt – Tine

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