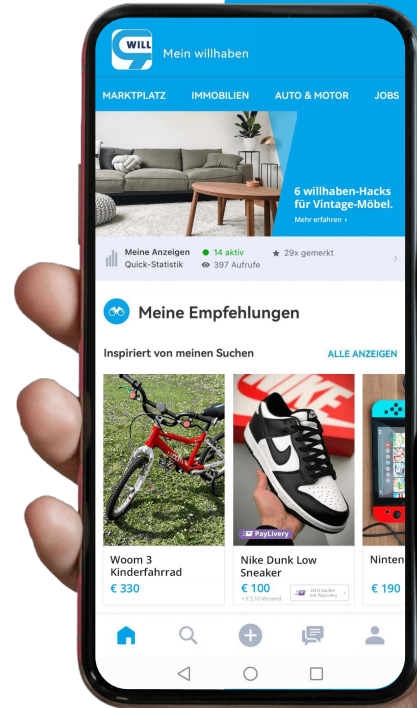




Was macht einen attraktiven Arbeitsplatz aus

Sylvia Dellantonio



Das ist willhaben



- Größter digitaler Marktplatz Österreichs
- seit 2006
- 350 MitarbeiterInnen
- Great Place to Work seit 2010

Seit 16 Jahren



**ALLES IN ALLEM KANN ICH SAGEN:
DIES HIER IST EIN SEHR GUTER
ARBEITSPLATZ.**

98%



Haltung

Ziele und Purpose schaffen ein gemeinsames Bild

Purpose

The reason

**Make a positive change in the world
by helping everyone and everything find new purpose**

Vision

Desired state

**willhaben is the marketplace that supports the circular economy
in order to preserve our planet for us and the next generations.**

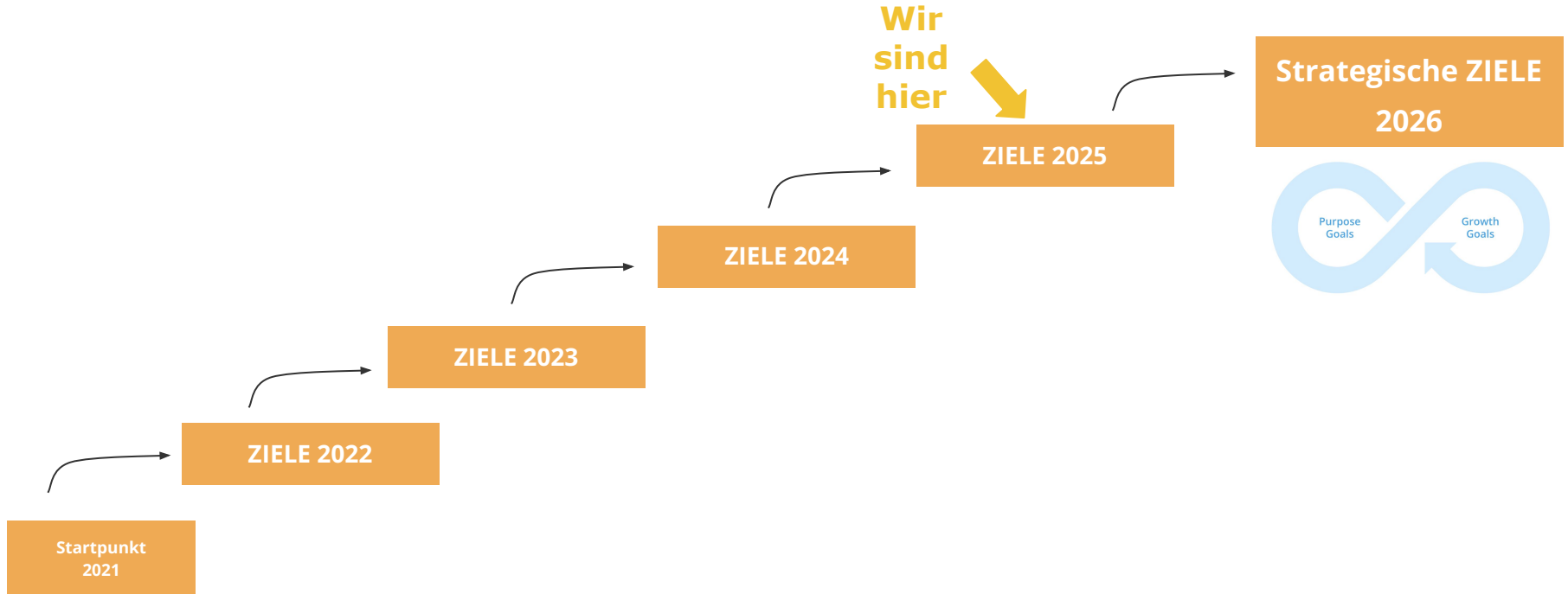
We believe that everyone can make a difference,
that's why we empower our users to make sustainable choices.

Mission

The action

**We create perfect matches between private people
on Austria's most trusted and sustainable marketplace,**
by providing the tools and opportunities for smarter consumption
Thereby we attract professionals and create value for their business

Wir brechen langfristige Ziele auf Jahresziele herunter



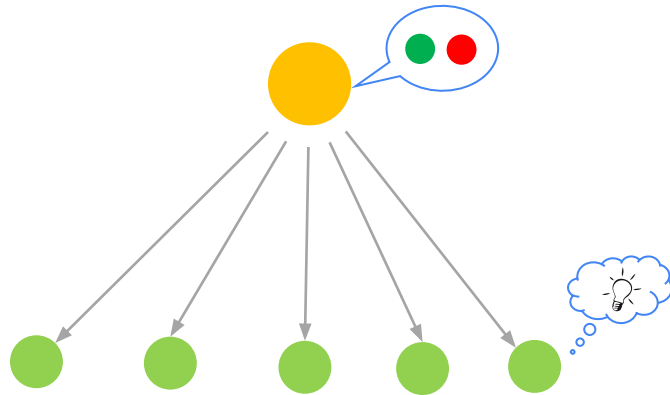
Wir kommunizieren Ziele und Fortschritt

Transparenz

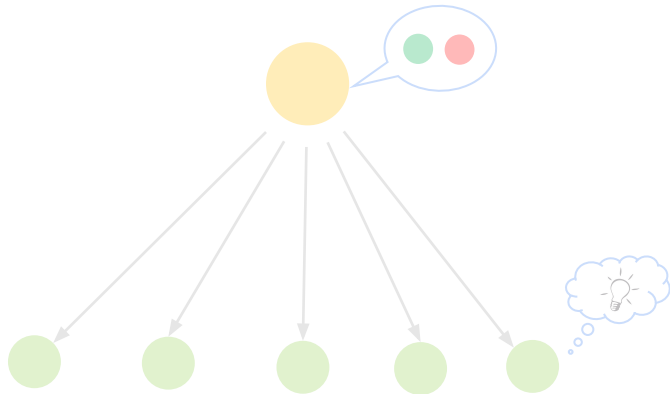


Leadership

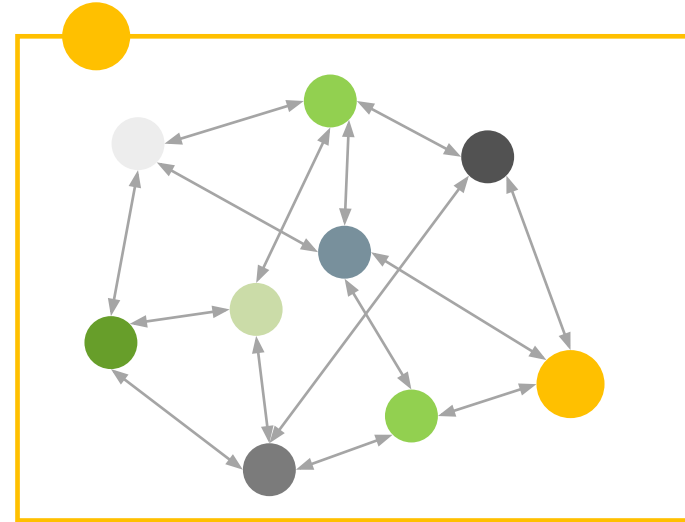
“Command & Control”



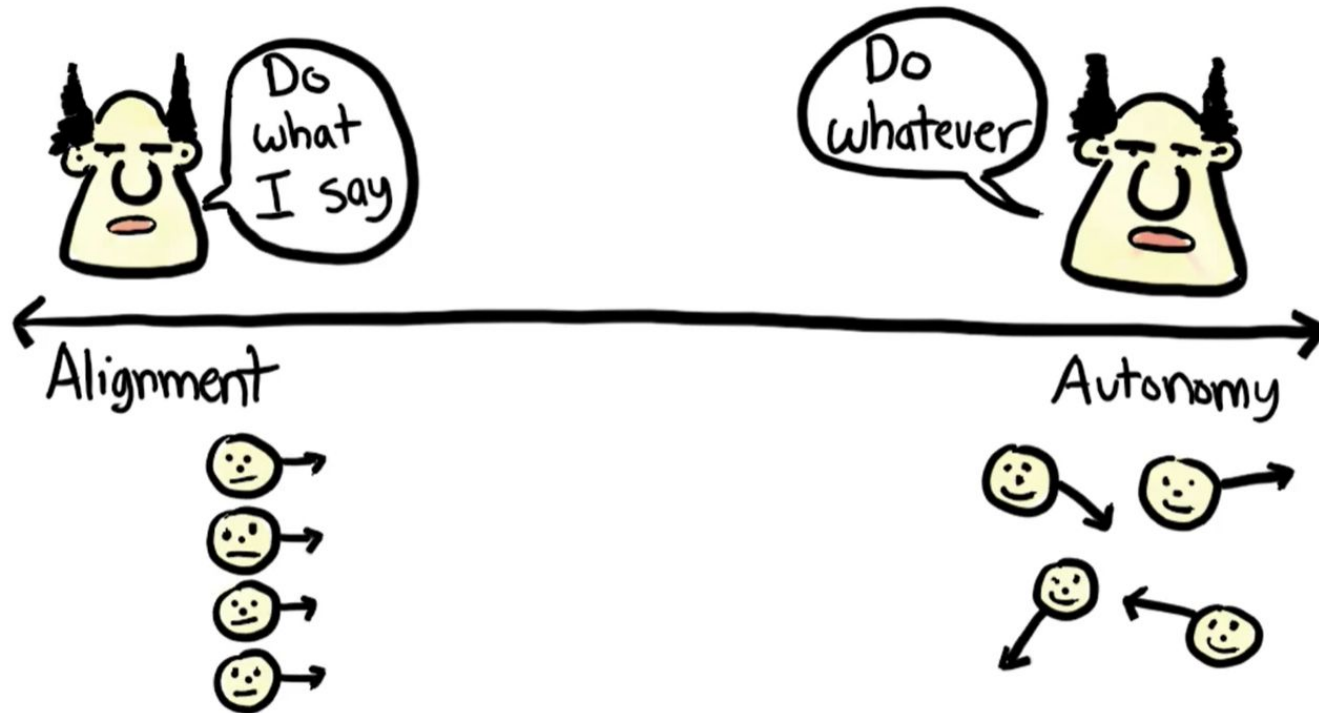
Leadership bei willhaben



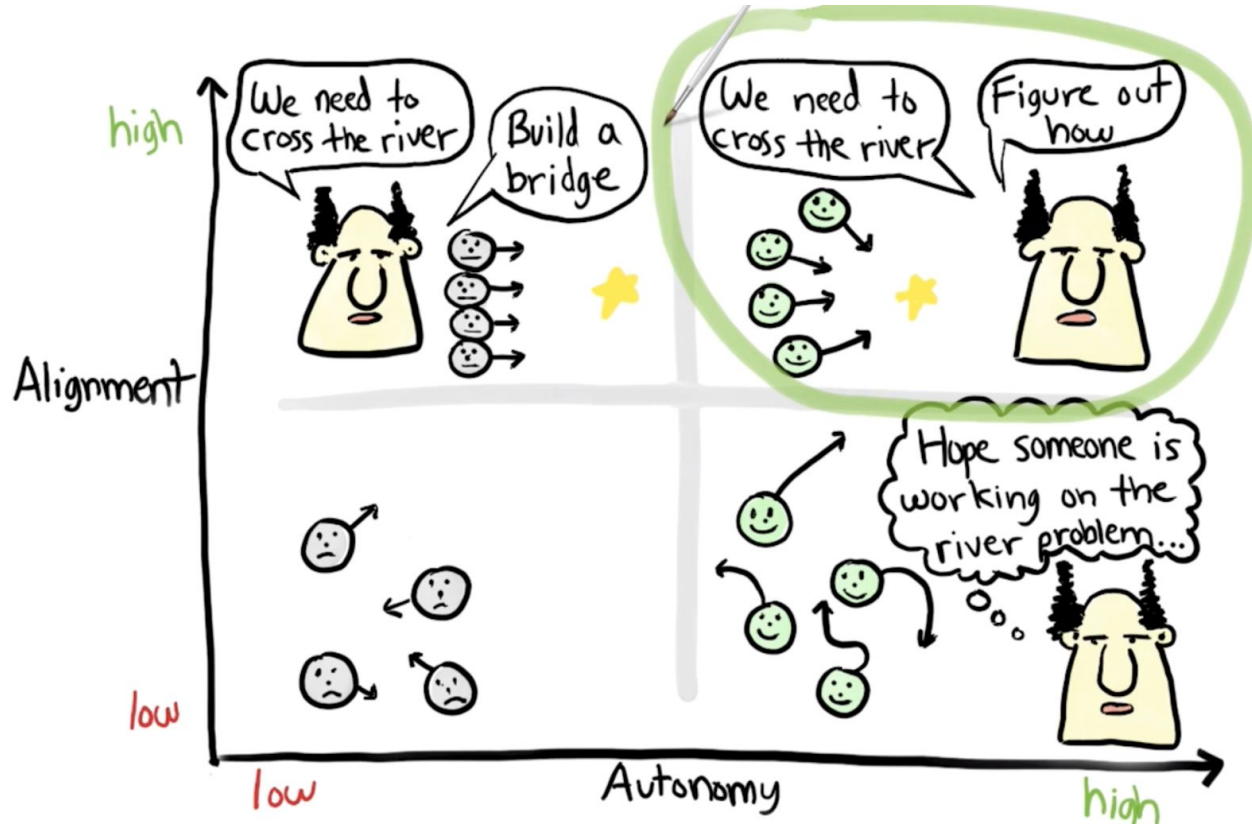
Network



Klare Ausrichtung vs. Autonomie?



Klare Ausrichtung erlaubt Autonomie



The willhaben way of working



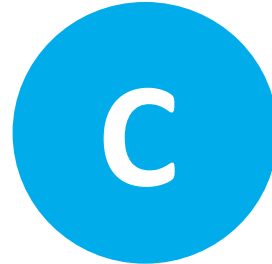
PRIORITIZATION

Define **priorities** so you can focus on activities that **matter the most** to your customers and users



ALIGNMENT

Align on long-term **goals** and use them for guidance, **synchronize** regularly for short-term results.



COMMUNICATION

Communicate and provide **transparency** for building trust and as basis for everyone to contribute to goals.



EMPOWERMENT

Strive for **autonomous** teams and distributed responsibilities, create room to show personal **potential** and to **grow** together.

WIN - WIN

