

OUR VALUES

Below you will find the values of our Enterprise and its people. We strive to represent and implement them. We admire people and organizations that demonstrate these values.

PRODUCTIVITY

We are ruthless in improving our **productivity**. We focus on completing the most important steps to advance our objectives and we experiment to find the most efficient methods to complete those steps. We actively share these methods among ourselves.

TAKE SMART RISKS

As an Enterprise, in teams and as individuals, we encourage each other to **take smart risks**. That means being situationally aware and acting to minimize the potential downside of failures. Mistakes made while taking smart risks are excellent learning opportunities.

FEEDBACK

To learn faster, we give and receive constructive **feedback**. We use this to identify excellent and sub-standard performance, which helps us all to improve.

HUMILITY

Our approach is based on **humility**. We value openness in collaborating with others and we start by listening.

SOCIAL PURPOSE

Social Purpose drives everything we do. We operate as an enterprising organization, investing in the activities of our people to create positive social impact. Everything we do aligns with our mission to achieve social impact. The values here are designed to promote the highest quality of services for those we exist to serve.

GRIT

Grit is what makes us excited to work on tough challenges - thematically and geographically. The social impacts we aim for involve a high chance of mis-steps. Our grit and our focus on learning helps us to fail faster in the search for a better way.

LEARNING

Higher productivity and smarter risk-taking require **learning**. We experiment, reflect and share ideas. We know that different contexts and problems demand different approaches, so we use different tools to get the best result. We know that learning requires stretching ourselves individually and as a team. We take responsibility for our mistakes, which is what allows us to learn from them and apply the lessons in future.