

EASTERNAUTS

A limited edition



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WHO WE ARE

AGILE-BLOODED TECHNOCRATS

With a sheer love of keeping things simple, agile, lean & mean. We don't leave inspiration to chance & sometimes we fall in love with a problem more than the solution.

CO-CREATE AND CO-INNOVATE

Solutions that help organizations connect better with their customers, improve resilience, and drive sustainable growth. What brings us together are our ideas, a shared passion to win, and the willingness to go beyond what's familiar.



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WHAT **INDO-DUTCH** CULTURE MEANS TO US

BY THE TEAM, FOR THE TEAM, OF THE TEAM

That is our true strength. It's the culture that differentiates, and if you understand it well, it also brings you together. We are incredibly blunt, critical, and straightforward.

FLAT HIERARCHY

We retrospect at each level to bring the best out of each individual. We have adopted a unified mindset, where every member thinks from A to Z with minimum supervision. All this with no bureaucracy.



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OUR VALUES

Values are our bedrock.
We are a **TEAM FIRST** and **COMPANY SECOND**

Agile & Adaptive

Our Word, Our Bond

Simplicity

Lean & Mean

Empathy



AGILE & ADAPTIVE

The ability to pivot with agility is intrinsic to our decision-making culture.

We move quickly and are extremely **flexible**.
As Easternauts , we dynamically adjust to customer needs.

As an adaptive organization, we typically have both feed-forward and feedback loops embedded in our decision-making processes, that encourages and facilitates **adaptive thinking**.

We are full of people who are willing to put themselves and their ideas second, when someone in the organization has a better idea to support organizational growth and improvement.



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SIMPLICITY

To be simple is to be focused.

We believe in keeping things **simple** and **straightforward**. Simplification is a priority. It is not limited to operational processes; it encompasses everything. We truly seek meaning and connection, be it in anything— as working people or consumers of business products or leaders of businesses — as much we need convenience, speed, or scale. This is why as easternauts we are driving the change toward more **purpose-driven collaboration**.



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OUR WORD, OUR BOND.

We come across as extremely reliable partners, who take that extra mile always. Over time, honoring client expectations (no matter how small) can earn you an enviable reputation for **dependability**, **reliability** and **trustworthiness**. This, in turn, can help us to develop and deepen our working relationships.

We respect **honesty** even when faced with an answer that might not be exactly what they want to hear. If we make a verbal promise it becomes a moral obligation.



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EMPATHY

**Resilience is necessary.
But a lack of empathy isn't.**

Empathy requires three things:
listening, openness and **understanding**.

We tend to listen attentively to what is being told. Empathetic Easternauts are **curious** and possess a desire to know and understand others. We act with **compassion** that helps at recognizing the feelings of others, even when those feelings may not be obvious



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LEAN & MEAN

Optimization is the part of our culture.

We constantly improvise to ensure **true value** is delivered to client.

We are obsessed with customer value as every member of the team is driven to achieve it through **open lines of communication** between everyone. No matter what, we believe that there is room for improvement, always.

We seek out and address root causes by **empowering the people** doing the work to speak up, identify problems, and improve them. Managers don't oversee every process, so while they might notice failures in the end product (or service), it is up to the Easternauts doing the work to notice ways to improve the process.



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BUT THEN THERE IS
SO MUCH MORE



WHAT **SUSIE** SAYS OF **SALLY** SAYS MORE OF **SUSIE** THAN OF **SALLY**

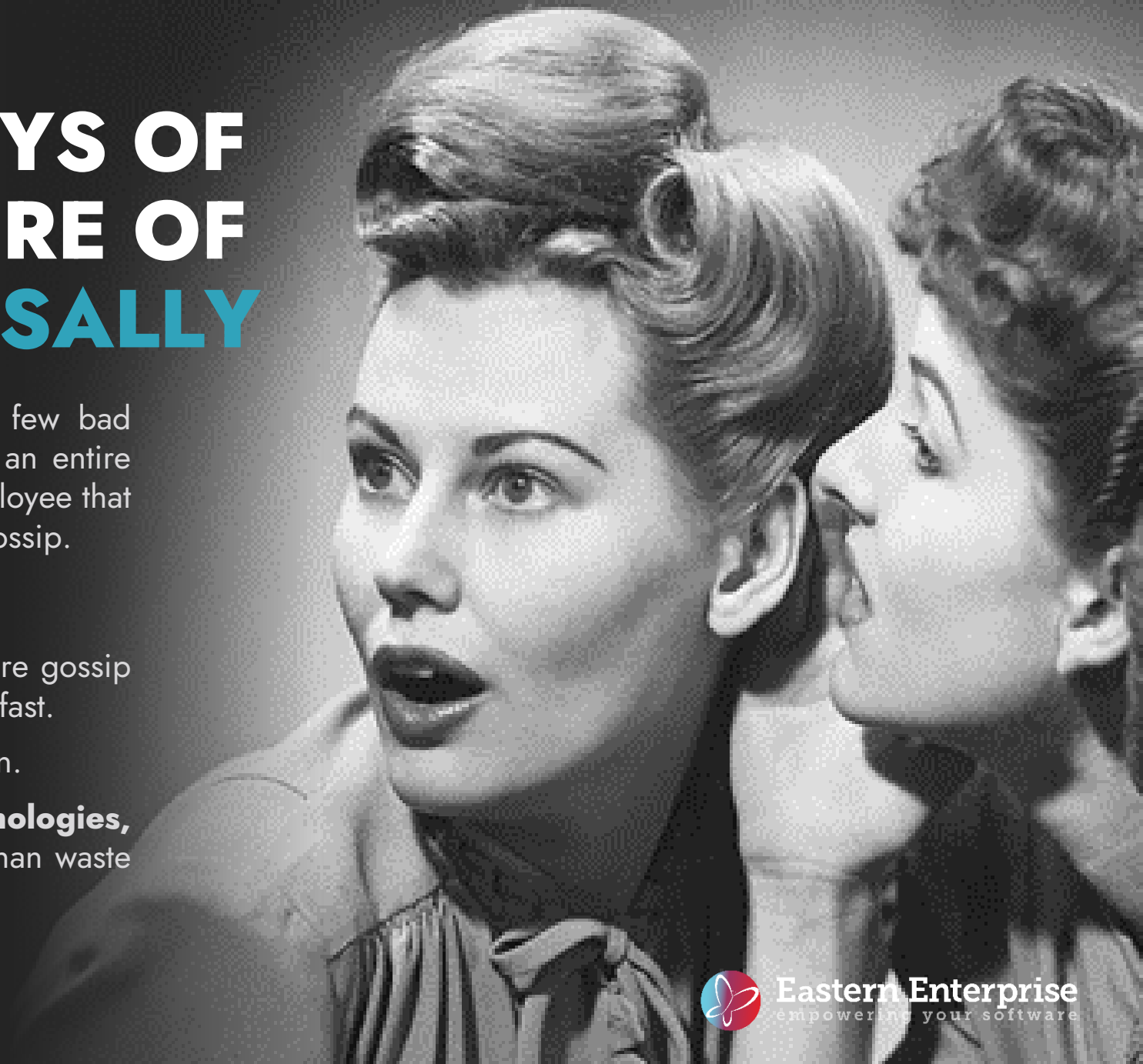
Attitudes are as contagious as the flu, and a few bad apples can quickly bring down the culture of an entire company. It's not only the perpetually angry employee that you have to watch out for — it's the workplace gossip.

We follow a zero-gossip culture.

If you have determined that the office talk is more gossip than conversation, it's time to put it to a halt and fast.

If you are around when gossip starts, shut it down.

Encourage yourself to gossip about technologies, trends, and rather put your time to learn than waste yourself to useless chats.



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IT IS AMAZING WHAT YOU CAN ACCOMPLISH IF YOU DON'T CARE WHO GETS THE CREDIT


Be a sport but make sure to work smart!

Watching someone else take credit for your idea is one of the most infuriating things that can happen in any workplace. When it happens to you, your first instinct may be to point fingers and burn bridges — or to stew quietly, wearing down your own will to live— but it's important for you not to lose your cool.

It's equally important for the sake of your career — and your festering resentment — to stop it from happening again. If people keep taking credit from you — or you think they are — make sure you're not guilty of doing the same thing, even unwittingly.



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A portrait of Frida Kahlo, a Mexican artist, with her characteristic braided hair adorned with colorful flowers. The background is a dark, textured blue with some yellow and orange abstract brushstrokes on the right side.

SEEK TO BE WORTH KNOWING, RATHER BEING WELL KNOWN

LEARN, LEARN AND LEARN

We encourage every Easternaut to become a lifelong learner. Your extensive knowledge will prepare you to accept challenges that others might avoid.

TURN YOUR OBJECTIVES INTO STRATEGIES

Hold yourself responsible for the things you do and don't do. Your comfort zone is cozy, but it will never help you know your worth. However, stepping safely out of your routine can help you boost confidence and work performance.

ASK MORE AND MORE QUESTIONS

This will help you learn new things with inspiration, motivation, and knowledge for more prominent roles. Make it a habit to ask questions during team meetings. And don't be afraid to request more information on things you don't understand.



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FOLLOW YOUR HEART. BUT TAKE YOUR BRAIN WITH YOU.

Loving your work and being emotionally involved may not be possible theoretically but for anyone to do justice to any work they are doing, it is very necessary that they get emotionally attached with that work and then they're automatically set in a sense of ownership which in turn ensures that impeccable work would be delivered.

We expect Easternauts to have such dedicated, emotionally attached work etiquette at its very internal and core.



PRESSURE IS A PRIVILEGE, SOMETIMES

Each challenge that comes along also presents important questions that test our character, our approach to leadership, and our approach to life .

For every Easternaut, if we want to win and level up our leadership, we can't skirt pressures by playing it safe.

We have to step into the ring, lean in to the punches, and do our darndest to come out on top.



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DON'T HOPE FOR BETTER.

INSTEAD JUST BE BETTER.

Be optimistic about a positive outcome and increase your chances of realizing your goals and dreams.

Be compassionate, more resilient, more humble, and more disciplined.

The only true meaning in being an Easternaut is the ability to form meaning.

BE AN EASTERNAUT.



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THANK YOU

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