

# EASTERNAUTS

A limited edition



**Eastern Enterprise**  
empowering your software

# 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.



**Eastern Enterprise**  
empowering your software



# 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.



**Eastern Enterprise**  
empowering your software

# 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.



**Eastern Enterprise**  
empowering your software

# 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.



**Eastern Enterprise**  
empowering your software

# 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**.



**Eastern Enterprise**  
empowering your software



# 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.



**Eastern Enterprise**  
empowering your software



# 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



**Eastern Enterprise**  
empowering your software

**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-politics culture.**

Easternauts work together to accomplish tasks, have fun, and help one another. We do not support negativity among the populace or the system. If you are present when a rumour starts, put a stop to it.

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



**Eastern Enterprise**  
empowering your software

# TEAMWORK IS DREAMWORK! IT IS AMAZING WHAT YOU CAN ACCOMPLISH THROUGH TEAMPLAY

**Be a sport but make sure to work smart!**

Every great person or accomplishment is the result of some excellent teamwork and collaboration. It stimulates creativity, encourages learning, quickens the speed of work, strengthens working connections, and fosters accountability.

**Success comes into its own when everyone is making progress.**



**Eastern Enterprise**  
empowering your software



# LEARNING IS A TREASURE THAT WILL FOLLOW ITS OWNER EVERYWHERE

## 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.



**Eastern Enterprise**  
empowering your software

# 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.**



# BALANCE IS NOT BETTER TIME MANAGEMENT, BUT BETTER BOUNDARY MANAGEMENT

Learning to prioritize, plan, and concentrate our energy with purposeful intent is a key component of working smarter.

Every Easternaut is urged to balance the demands of their personal and professional lives equally. It's crucial to stay flexible and to regularly evaluate where you stand in relation to your objectives and top priorities.

**You are allowed to be both a masterpiece and work in progress, simultaneously.**



**Eastern Enterprise**  
empowering your software





# COLLABORATION HAS NO HIERARCHY OR BUREAUCRACY

We do not believe in cumbersome systems and convoluted processes that slow things down, stifle initiatives and lead boots on creativity.

Every Easternaut is a partner in accountability. We encourage an increased value for customer-orientation among employees. Our employees are exposed to clients from the very first day and are trusted to manage the show all by themselves.



**Eastern Enterprise**  
empowering your software



# 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.



**Eastern Enterprise**  
empowering your software

THANK YOU

[www.easternenterprise.com](http://www.easternenterprise.com)