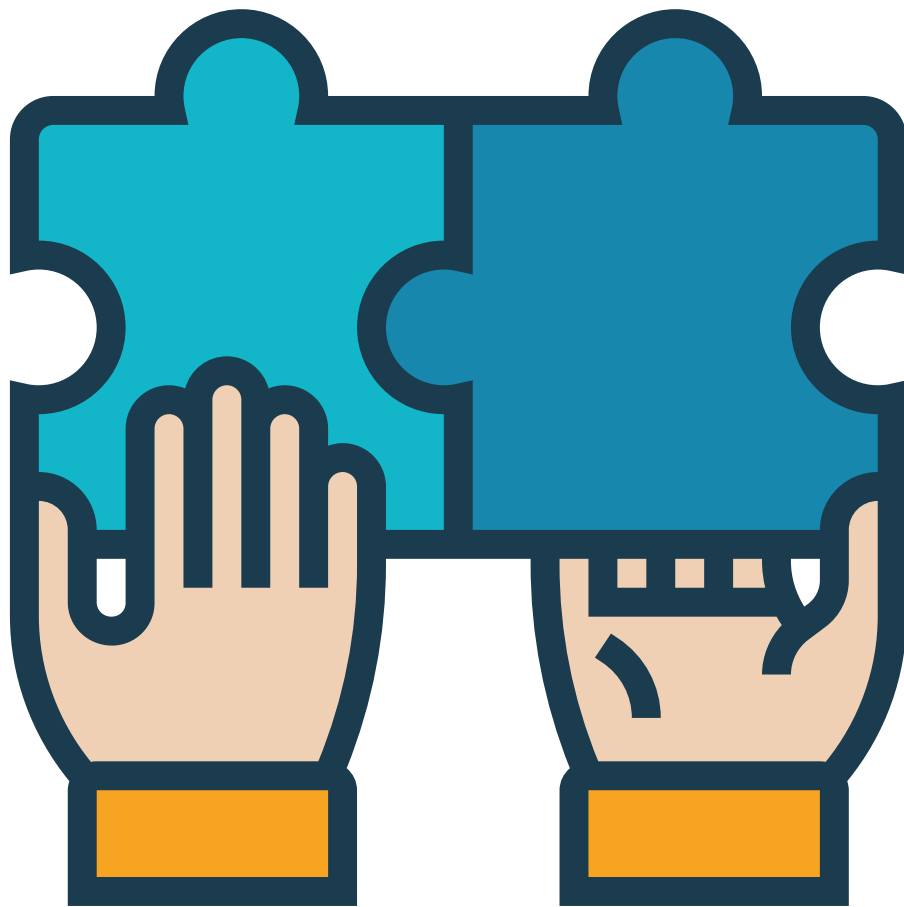


OUR CULTURE HANDBOOK



FIRST THINGS FIRST:

What is CULTURE?

**HOW WE
THINK,
ACT AND
INTERACT**

or put another way

**PEOPLE
LIKE US
DO THINGS
LIKE THIS**

The more aligned we are in our attitudes and actions,
the stronger our culture will be.
The following aspects guide our collective expectations...

THE WHY:

OUR PURPOSE

TO BUILD
ENDURING WEALTH
THROUGH
SUCCESSFUL BUSINESSES



Wealth can mean different things to different people.
We look to help people achieve the 3 freedoms of:
Time, Money and Mind.



THE WHAT:

OUR VISION

**SMARTER,
BETTER
BUSINESS.**

Our objective is to try and do MORE with LESS
The question we continually look to ask - "could this be simpler?"

THE HOW:

OUR CORE VALUES



PRO-ACTIVE

Constantly innovating to exceed expectations

Adopting a growth mindset. Resisting the urge to settle for "good enough" as a result



EMPATHY

Understand and respect the individual

Showing care and compassion for ourselves, our colleagues, our clients and our community



CONGRUENCY

Practice what we teach

Displaying integrity in the way our actions match our messaging



FAMILY FIRST

Making time for what's important

Acknowledging the fact - it goes both ways, embracing the concept of being "otherish"



FUN

Loving what we do

Enjoying the process, gaining fulfilment through work

THE PILLAR MINDSETS:

OARBED

BEHAVIOURAL RESPONSE MODEL

Stimulus  Response

○ ———— ○
TRUST - INTEGRITY - RELIABILITY - EMPATHY

OWNSHIP

ACCOUNTABILITY

RESPONSIBILITY

Say:
I / WE

ABOVE THE LINE

THE LINE OF MATURITY

BELOW THE LINE

BLAME

EXCUSE

DENY

Say:
YOU / THEY

○ ———— ○
CRITICISM - NEGATIVITY - DEFENSIVE - DISLOYAL

'Without trust we don't truly collaborate; we merely coordinate or, at best, cooperate.
It is trust that transforms a group of people into a team'
- Stephen Covey

THE PILLAR MINDSETS:
THE FISH PHILOSOPHY



PLAY™

Enjoy the process
Have fun, be fun!

BE THERE™

Prioritise connection, build relationships
Actively participate!

**MAKE THEIR
DAY™**

Create a great client/co-worker experience
Think beyond self!

**CHOOSE YOUR
ATTITUDE™**

Energy is infectious, so show the right type
Bring the best of self to work!



Let's
PROSPER

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