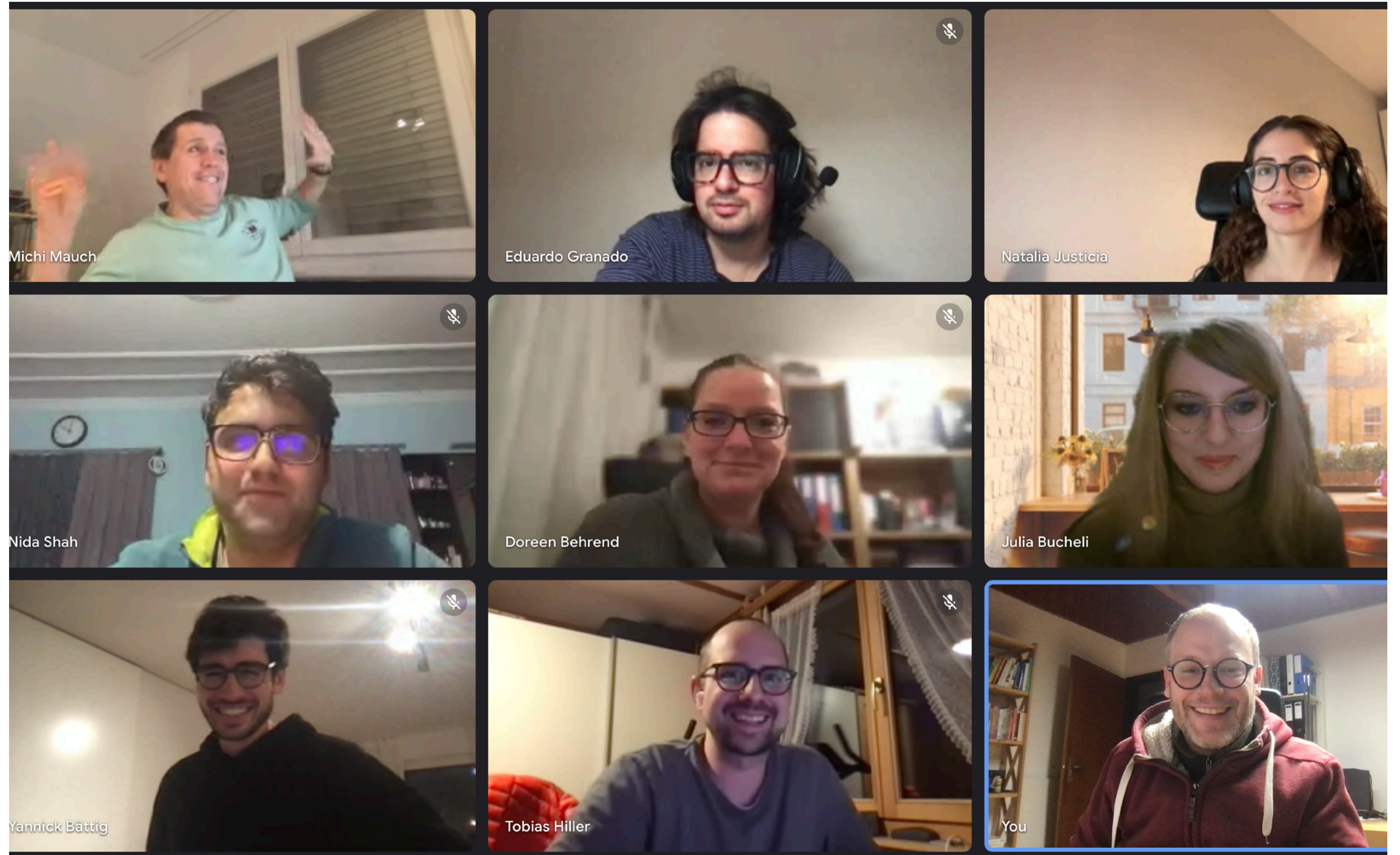# Culture Book.

That's how we tick.

NETNODE | Go Digital.

Tribal **culture.**

At NETNODE, we call our employees **tribe members.** As individuals, and as an organisation, we aspire to live up to the behaviours of a tribe. For us, a **self-sustaining** and **interdependent** tribe shares common attributes such as values, knowledge, celebration, ceremony and a **strong sense of belonging**. Each tribe member is recognised for their specialised skills and their **contributions to benefit the greater good**. Through these efforts, a tribal culture becomes a self-sustaining place where people want to **stay and grow**.

Purpose.

We exist to create a positive and regenerative future. We solve problems. We make things flow. We innovate. We create opportunities.

We live in a time when everything becomes digital. This fundamental transformation impacts society, economy, our ecosystems, the way we work and live as species on our planet. We believe that this transformation is an opportunity for everybody. We imagine a world that is full of exciting solutions. Therefore we want to create a positive and regenerative future.

How.

We create a positive and regenerative future by cultivating a tribal culture of learning and teaching. We ask questions, engage, design, deliver and adapt.

We are a tribe. We continuously sense, respond and adapt to what is needed by stakeholders. We continuously build capacity. We use human centered, agile, lean and holo-/sociocratic methods. Ultimately we create and develop our own organisational structure called Nodecracy. We do a lot of 1:1 coaching. We learn by feedback. We celebrate.

What.

Our mission is to enable and deliver high-value digital solutions and products for ambitious organisations. We help our clients «go digital».

Together with our clients, we develop digital solutions by applying our «project compass», «continuous optimisation and support service» as well as «workshops and trainings». We create digital strategies, SaaS products, websites, digital experiences and marketing/communication solutions. We use open source tools and are vendor independent.

Our **Values.**

Make something beautiful.

We are creators. We like to do beautiful things. Regardless of whether it is a product, an experience, code or design – we strive to make it beautiful. With beautiful we mean, high in quality, highly ergonomic and high in value for the end user.

Go Forward.

We question the status quo. We experiment with new methods, new technologies and new perspectives.
We not only talk, we do, we go forward.

Regenerative Mindset.

We strive for a regenerative mindset. We know that acting sustainably is not enough. We help to regenerate ecology, economy, our tribe as well as ourselves.

Glocal – Global and Local.

The world becomes globalised. We strive for integrating global and local. We honour cultural heritage, the individuality of "local" and we desire the diversity of "global". Think global, be local, act glocal.

Network Weaving.

We see ourselves as network weavers in every aspect. We engage in networks. We connect and build strong relationships. In other words: We favour collaboration over competition.

Tension driven.

We do the right thing in serving our tribe, our customers, our products, our end-users, our suppliers and even our competitors. This means we bring tensions to the table and look for the right next action.

How we measure **success.**

We think that measuring success solely by financial numbers is bad for a tribe. That's why we measure success on the following 5 pillars.

1. High Customer Happiness Score.
   currently measured by NPS (higher is better)

2. Personal Growth.
   currently measured by number of 1:1s, lunch & learns, innovation time, hackathons (higher is better)

3. Impact on Ecosystem Regeneration.
   currently measured by number of trees planted (higher is better)

4. Financial Resilience.
   currently measured by realtime financial dashboard (green means success)

5. High Tribal Health Score.
   currently tribe member satisfaction survey (higher is better)

We plant trees.

+ 1 tree

- on every «git push»

- for every helpdesk ticket

- for every meeting we hold

- for every status update we send to the client

www.netnode.ch/forest

Digital *Forward.*

jobs.netnode.ch

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