

# Building and living values/culture

The Clarasys Way OKR team was established to preserve our core values while scaling the company. We focused on areas like a sense of belonging, decision-making, and external insights to enhance our workplace and operations.



## Keeping it alive...



### Company away day – June 2022

Grouped together to collaborate on what values are important to us and what makes Clarasys amazing.



### Consolidation sessions

Took away learnings and distilled 107 values down to just 9.

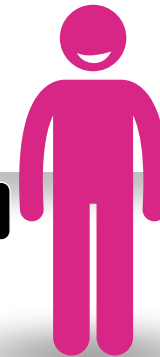
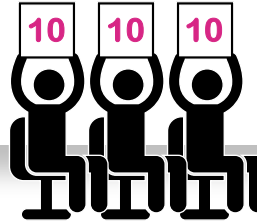


### Explore, engage, embed

At our company day in January 2023, we delved into our new values, engaging in discussions, games, and playback sessions to ensure their understanding and integration throughout the organisation.

## Kudos

Because we recognise and reward our colleagues when we feel they have been living the Clarasys Values.



## F\*ck Up Championship

Because it's okay to fail and we learn from our mistakes.

“@#!\* YEAH!”



## Also...



Personal bonus



Profit share



Feedback culture

## You Are Awesome award

Because we recognise and reward hard work and great achievements.



[ CLARASYS ]