Culture

Our mission can be captured in one word:

Authority

We want to be recognized as professionals. As a global company. As a digital pioneer.

01

COMMUNICATION

Sharing our knowledge is key – with clients, colleagues, and the community.

- We organize company-wide knowledge exchanges in Guilds, Software Talks, webinars, podcasts, Upskill and training programs to promote the knowledge flow within Xebia.

- We respect the people we're working with. We're professionals.

WORK CULTURE

Quality comes first.

- Whatever we do, we focus on quality.

- We're driven by the desire to make a difference; we keep innovating.

- We trust each other. We trust you with taking decisions yourself, as much as you can.

- We want to enable you to take responsibility and act according to your own beliefs, role and ownership.

FEEDBACK CULTURE

We're honest about our strengths and weaknesses.

- We analyze if the quality of our work makes us somebody that we ourselves would want to work with.

- We treat feedback seriously. However, this doesn't mean that we instantly implement it. We analyze what we've heard and consider how to improve.

TEAMWORK

You grow. We grow.

- We make great things happen. Together.
- We make it easier for team members to focus on developing their personal authority.
- We're aware that a project's success is the outcome of teamwork.
- We do a lot to get the right people, to make sure they can grow and explore their own skills and opportunities within Xebia.

CLIENT COOPERATION

We want to make a difference for our clients.

- We build long-lasting relationships with our customers and support them on an equal level.
- We want to have a positive impact on clients' business.
- We don't undermine our clients' business knowledge – we're their partner and provide support to elevate them to higher levels of business awareness.

To me, being an authority means to set a good example and share knowledge with people.

In my team, we have regular meetings where we share experiences, but also plan together. We have retrospective meetings to discuss what to improve but also to celebrate successes together — both big and small.

We take responsibility for our actions but are also aware of our role in the team, in the company.

Finally, we're also not afraid to put ourselves out there — in podcasts, conferences, or meetups. Internally and externally.

Magdalena Marcinkowska
Sales Development
Representative

Our values

People first

We actively support continuous personal and professional development, with respect, trust, responsibility, and accountability. We cultivate great ideas, innovate and actively support you to become your very best.

That's how we have grown.

People First is not only about you. It's about us as a team of ambitious knowledge-workers who want to achieve something together.

> *We're a pro-employee organization. I can talk to my Team Leader, Manager or Director about any issue. This gives me a lot of comfort.*
>
> *We support each other on different levels – from management to team members. This approach to people can also be seen in other areas, such as development through the promotion of Upskills or the focus on team integration.*

Mateusz Abramczyk
.NET Developer

COMMUNICATION

We're sincere towards each other. Always.

- We communicate openly and honestly.
- We explain the reasons behind our decisions and expected outcomes.
- We're patient and listen to everyone who needs us to.
- We keep our word.

WORK CULTURE

We treat each other with respect, regardless of role or position.

- We use our personal development budget for education and personal development.
- We use the tools and options that the company provides.
- We're proactive – we initiate new activities and processes; we look for new solutions. We report and test new development ideas.
- We take measures to ensure that the team is satisfied with its work.

FEEDBACK CULTURE

We give feedback in good faith.

- Feedback should be as useful as possible to the receiver.
- We share feedback directly, without passing it through third parties.
- We react when we see any behavior that goes against our values.
- Share your ideas, it will help us be a better place to work.

TEAMWORK

We respect different attitudes, personalities, characters, and needs.

- We take care of each other.

- We're interested in each other's background and passions. There is a lot to learn from sharing. Having a cup of coffee works great.

CLIENT COOPERATION

Thanks to our technological knowledge and the trust of our clients, we can help our partners evolve.

- We invest in building partnerships. We know how to assertively refuse when we're asked to perform a task that goes beyond our agreement/contract or previous arrangements.

- We care about the client's good image within our teams and the discussion level about the developed solutions.

- Clients are our partners – we treat them how we'd like to be treated ourselves.

Sharing knowledge

We want to learn, and we care about the development of our team members. We encourage others to gain new competencies and enable them to learn from their mistakes. By gaining new skills and knowledge, we strengthen our company's offer. We also understand that difficulties and mistakes are a natural part of the development process.

Supporting the passion of our people forms the foundation of Xebia. Our guilds, workshops, Upskills and training programs make knowledge flow within Xebia and beyond and contribute to exploring and achieving our full potential, individually and collectively.

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Being an authority in one's field is not only about sharing knowledge, but also about engaging others in the work. In fact, I think this is a discussion in which an authority often allows himself or herself to withdraw, because being an authority is not about forcefully changing someone's views. There is a lot of humbleness in being an authority.

Patrycja Wierzbowska
Payroll and HR Administration Manager

COMMUNICATION

We encourage learning and promote development.

- We clearly communicate the advantages of development from the perspective of the company, the employee, and the client.

- Ask for help, reach out when you have questions, and share your ideas or concerns.

- Be curious and show an interest in other units or labels.

- If something doesn't work, we suggest improvements.

WORK CULTURE

We work in a manner that enables us to learn the most.

- We're creative in sharing knowledge. Meet-ups, guilds, even having a coffee together are great ways to share knowledge.

- Our attitude and work help with the professional development of others we're working with.

- We pay attention to leadership competencies, business knowledge, and soft skills like communicativeness, openness, presentation skills, and more.

- We rely on the knowledge of others.

- We're open to learning new skills — both soft and technical ones.

- We use our time on the bench for productive self-development.

- We're aware of our own imperfections, that's why we respect the opinions and work of others.

- We're open minded. We're not afraid of new challenges, and we gladly perform difficult and new tasks. We're constantly expanding our competencies and actively invest in our development.

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We have opportunities to try new things, not just in the development field. There are many ways to create a personal brand here, such as speaking at conferences, meetups or podcasts.

Jakub Hajduk
Design Systems Expert /
Senior Frontend Developer

FEEDBACK CULTURE

Feedback is key to personal and professional development.

- We earnestly prepare before delivering feedback.
- We deliver constructive feedback — taking both the good and the bad into account.

TEAMWORK

We share our knowledge with other team members and learn from others.

- We share knowledge and good practices.

- We use the knowledge we have gained during conferences, training, projects, and inside of our organization.

- We draw conclusions from our work. We analyze every project.

- We help others to learn and strengthen their competences.

- We recognize our limitations. We praise the potential we see in our co-workers.

- If we don't have any pending tasks, we actively look for new ones.

CLIENT COOPERATION

Thanks to our technological knowledge and the trust of our clients, we can help our partners to evolve.

- We expand our knowledge and competencies to meet our clients current and future needs.

- We actively build trust and awareness among our clients regarding the latest technologies. We strive to be an inspiration in their search for new technical solutions and in expanding their products and services.

Quality without compromise

Quality is doing things right when nobody is there. We learn by doing. Making mistakes are OK, as long as you learn, improve and move forward.

Quality is not only about the quality of code. It's also quality understood as good communication and partnership with the customer, as well as the quality of the people you work with (i.e. experienced, with personality, eager to share knowledge, people you can trust). It's also the quality of the company we work for, which keeps growing with its growth and offers quality solutions to its employees as well.

Lucjan Romkowski
BA Manager

COMMUNICATION

We tell the truth even when it's difficult – without withholding any information.

- Quality is not only the quality of the code, but it is the standards of service, openness to and understanding of the client.

- We build our authority with factual argumentation based on knowledge and experience.

- When we're asked a question, we don't leave it unanswered.

- We're able to admit to our mistakes or lack of knowledge.

WORK CULTURE

We act in accordance with best practices and company regulations.

- We refuse to compromise on the quality of the solutions we design.

- We strive to create solutions of the highest quality, taking into account the highest standards, but also the needs and limitations of the client.

- We focus on delivering the best possible results of our daily tasks.

- We work on tasks that motivate us and are adequate to our skillset but we're open to both complicated and mundane tasks.

- High quality is achieved when we mutually exchange knowledge and cooperate to improve our skills and operations.

Quality means professionalism, and professionalism means quality. We should always be professional and always bring additional value to the customer's business.

Łukasz Kurzyniec
.NET Team Leader

FEEDBACK CULTURE

We care about honest feedback. We treat it as a starting point for working on areas that need improvement.

- We give feedback ad-hoc if the situation demands it.
- If we don't know something, we are open in admitting this — and we're not trying to hide our shortcomings.
- If we have doubts about the quality of our colleague's work, we're open about it. We're concentrating on work and facts, not on personality or subjective traits.

TEAMWORK

We concentrate on solving problems, not pointing out the culprit.

- Our teams are committed to quality. We build them to provide the highest possible standard.
- We can count on each other and we can also count on the quality of our work.
- We're flexible — if the need arises, we adjust.
- We solve a project's issues even if the problems were not due to our actions.

CLIENT COOPERATION

We work in partnership. Together, through joint effort, we "add" something to quality.

- We deliver value and we strive to exceed our clients' expectations.
- We listen to the client's problems and suggest what we see as the solutions, but we don't force it. If necessary, we look for alternatives.

Customer intimacy

We invest in building partnerships. Deliver value to our clients. Clients are our partners – we treat them how we'd like to be treated ourselves.

COMMUNICATION

We work on common goals and trust.

- We respect our clients and communicate with them professionally and in accordance with the rules of savoir-vivre recognized in their countries. If we're not sure what these rules are, we ask our DM, TL, or our team.

- We strive for an equal level relationship between Xebia, you and the client. We avoid hierarchy, which never works in a relationship.

- Becoming a trusted advisor and pro-actively advising without being asked to do so. That is what customers value in Xebia.

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Partnership, dialogue, respect and honesty - that's our culture. All this towards ourselves, colleagues and customers, business partners, even competitors. It is very important to me that our company is a mosaic of very many personalities, but anyone who adheres to these core principles will find a place for himself here. I like the fact that I meet people here who really want to grow and deliver top-quality services.

Sławomir Krakowian
QA Manager

WORK CULTURE

We work in the best interest of our clients and team.

- We live from the community we build. Share knowledge, build relationships, show respect, share what we do, invite people over to our offices.

- Our focus-customers offer long-term relationships, cross-selling opportunities, challenging assignments and pay our bills on time.

FEEDBACK CULTURE

We accept clients feedback calmly, without questioning the intention.

- If we think a client's solution is not the right choice, we explain why we think so, providing arguments adjusted to the client's technical knowledge and business understanding. We avoid colloquial evaluations (for example: "it doesn't make sense"). We respect our interlocutors.

TEAMWORK

We're open to technical discussions. We share our observations during team meetings.

- If we don't know how we can help our client, we strive to find out.

- We accept new solutions and don't cling to the old, safe choice. On the other hand, when implementing new solutions, we consider a client's limitations.

CLIENT COOPERATION

We accept that clients, just like ourselves, are not perfect.

- If a client changes their mind when work is already in progress (for example due to a sudden change in priorities or the business landscape), we accept it. We inform our client about the costs and consequences of the decision.

Principles

Our value system helps us create an ideal place for development. Besides our mission and values we also apply the business principles that make Xebia successful.

03

Autonomy and Responsibility

- Development means taking on new responsibilities.

- If necessary, we also perform tasks that are not part of our basic responsibilities.

- We take decisions ourselves, as much as we can. Act and don't give up easily.

- Good professional advice to our clients or team members often goes hand in hand with the goals and interests of Xebia.

Entrepreneurship and Innovation

- We offer time, support and budget for the right initiatives within the various expertise practices.

- We strive to motivate and support your initiatives and ideas.

- Tell us what's in your heart, what you dream about. Maybe we can create something together.

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It's hard to point to one thing that explains our culture, because it's actually influenced by many factors. For me, perhaps the most important of these is access to the opportunity to implement your own ideas. There are many initiatives that can be implemented in this company, and with the support of the right people we can make a change and be a better place to grow. It is also important that we have superiors who invest in their people and give them the right to make mistakes. We can do really interesting things here.

Patrycja Foremny
Head of Learning & Development

Sense of Urgency

- Time is the world's currency. The world operates at light speed, literally. We take responsibility and act immediately.

- If something will take less than 2 minutes, do it immediately.

Results

- Results go hand in hand with passion, pleasure and professional beliefs. We communicate our passion and ideas to inspire each other.

- Xebia should be a mix of innovation, team spirit, business sharpness and result driven mentality.

Xebia

Where experts grow.