

TAM



A Tamer is ..

Brave, Impactful, Humble/Human

TAM's values represent the governing fundamentals of all our interactions and dealings as a business and as individuals. It extends beyond our relationships with one another within the organization to our relations with clients, vendors and third parties, project participants, subject matter experts and so on.



Own your impact

◆ Definition

We own the impact we are in charge of whether it is projects, engagements, functions, tasks, etc.. It is the norm and expectation that every person is fully owning and acting with full responsibility.

◆ Mindset

I passionately own my role/job to create the most meaningful impact out of it.

◆ Behaviors



Reliability: I act in a responsible manner to deliver the best outcomes, regardless if someone is monitoring me or not.



Impact Orientation: I don't work towards only ticking the box, I focus on delivering the intended impact.



Empowerment: I give my team the needed trust, freedom and space to own their outcomes, while providing the needed guidance and resources.



Recognition & Mistakes: As a leader, I attribute success to the team members, and I take responsibility for and handle any mistakes.

◆ Client Dimension

We partner with our clients to deliver the intended public impact from the projects and engagements that we were entrusted to deliver, regardless of being monitored or not. We go above and beyond just submitting deliverables into challenging ourselves to maximize the impact.



Respect the truth



◆ Definition

I say what I think is right, I feel safe to say it, I base it on facts and I communicate it respectfully.

◆ Mindset

The truth is what matters, and it is a continuous journey of being humble to seek it and courageous to communicate it.

◆ Behaviors



Integrity: I say what I think is right and truly happening, and I listen to what is right and truly happening.



Psychological Safety: I feel safe to say my opinion to you, and I make it safe to hear yours.



Evidence: I base what I say on logical process and evidence, and I focus on the logical process and evidence of your opinion.



Communication: I invest in saying my opinion respectfully, and I help you to articulate your opinion.

◆ Client Dimension

We promise our clients to say what we think is right. And we continuously seek and think of what's right and more impactful for our clients. We have the courage to say it and the humbleness to admit when we are wrong.



Win as a team

Definition

I trust my team, rely on them, co-work with them and care about them to win.

Mindset

Thinking and operating in terms of “we” not “I” and based on trust and good intentions, while caring deeply for one another.

Behaviors



Caring and good intentions: I deeply care about you as a human, I hold good intentions towards you and I feel the same from your-side.



Company interest first: I prioritize the company's interest or wins above my group's or function's interest. I realign my personal or group's interest and wins to always match the company's interest and wins.



Trust: I can trust you and you can trust me that we will exert the ultimate effort needed to win.



Collaboration: I can co-work with you, and you can co-work with me smoothly even in tough situations.

Client Dimension

We work with our clients as one team, while prioritizing the successful achievement of the engagement/project above all. We exert our ultimate effort to deliver on our promises, and we cultivate a long-term relationship to be the preferred partner.



Adapt and innovate



Definition

Always challenging the status quo instead of aiming to stay in an auto-pilot mode. Trying new ways and learning from the process rather than repeating the same mistakes.



Mindset

I realize that what worked yesterday may not work today and what worked today may not work tomorrow, thus I embrace change positively and failing forward.



Behaviors



Open Mindedness: I undertake new challenges, adapt to new ways of doing things and/or face obstacles with a positive mindset.



Curiosity: I'm hungry to learn new things from any situation or anyone regardless of titles or positions and I apply relevant enhancements accordingly.



Courage: I learn the best practice and then challenge myself to innovate and go above and beyond it.



Resourcefulness: I overcome the limitations and constraints of a situation by being agile to explore new ways and access new resources.



Client Dimension

We are agile and adaptable to build a deep local understanding of our clients' unique challenges, and innovate new effective ways beyond the global best practices. We are resourceful to deliver beyond the limitations of the situation. We appreciate the trust and freedom our clients provide us in our journey for innovation.



Grow with Wellbeing

Definition

Balancing between my professional growth and the state of my individual well-being. We grow the performance of the organization while ensuring the health of it.

Mindset

I believe that both my well-being and professional competencies can be improved with effort and persistence (growth mindset). And it's my responsibility to always be eager and willing to do so.

Behaviors



Growth Mindset: I believe that my and other's abilities and intelligence can be developed with effort, training, and perseverance.



Holistic effort: I continuously seek to protect and improve my own and other's holistic well-being across all dimensions (physical, mental, social, community, financial and career).



Potential over competency: I stretch myself and my team beyond our current level of competency to reach new potentials.

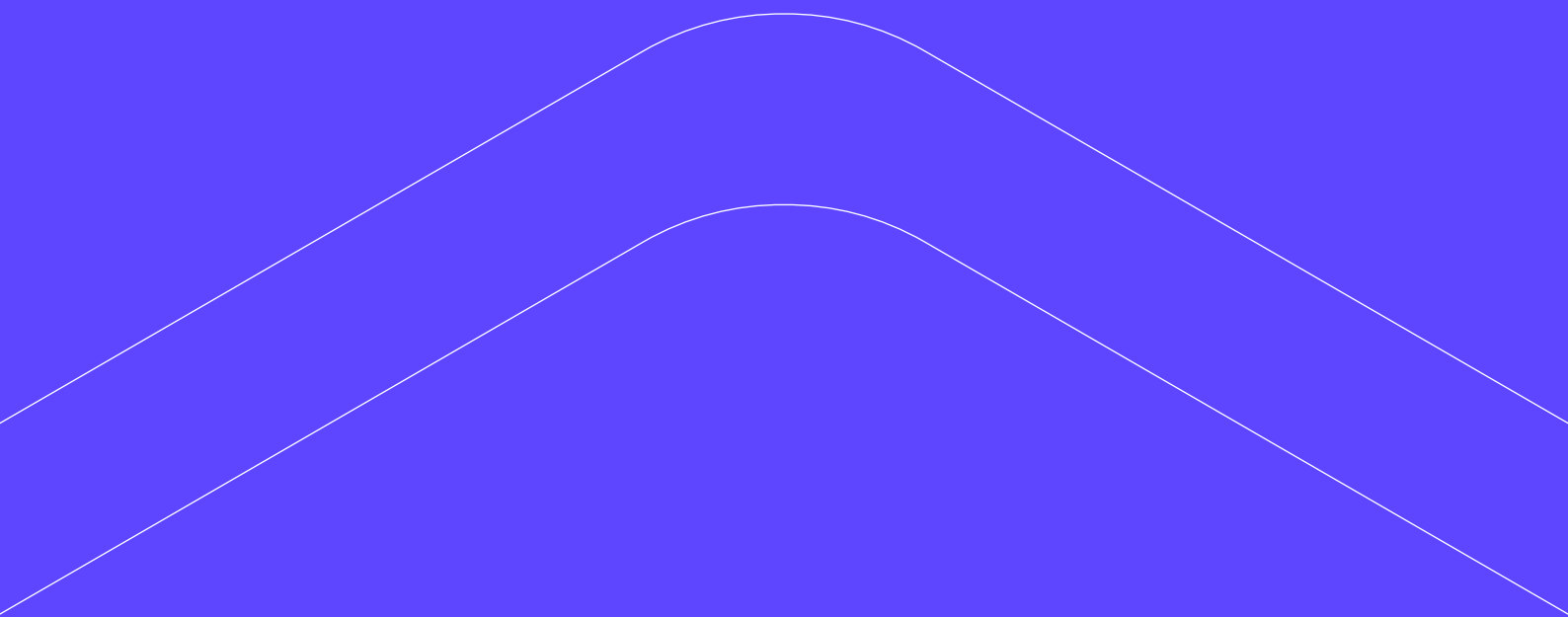


Praising and rewards: I praise based on the development and effort, not always just on the results.

Client Dimension

We are selective in choosing the clients we partner with who share the same priority for individual wellbeing and who value mutual respect. We stand for and protect our team from inappropriate behaviors coming from clients.

TAM



THANK YOU