



balad

Breaking Financial Barriers
for Migrants & their Families

Principles



Positivity

When nothing goes right. There's always a Plan B. There's always a positive side to every negative situation.

Continuous Improvement

Everything can be done better – We don't love what we produce. We love what we do to improve!

Bravery

Be brave with yourself and face your own mistakes. Be brave and empathetic with your coworker to see how you can support with whatever mistakes s/he has done. Be brave with in voicing out your opinion and asking questions.



Principles



Objectivity & Critical Thinking

Data Focused Experiments .. We experiment with data collected and facts. Data speaks the outcome. Rely on critical thinking to arrive at decisions in case no available data. Try to capture different opinions and views to ensure objectivity rather than subjectivity. Don't fall in love with your opinion – have an open mind to accept that other opinions might be more fit for the situation.

Mental Health

We value our mental health. We have Friday to disconnect and recharge (no calls - no WhatsApp- no emails). We respect annual vacations and breathtaking rests. If you feel burned out, talk to us - you won't be judged.

Quality & Excellence

We do our best to produce quality work every time - starting from a single statement in an email. We find ways to efficiently achieve consistent excellence in what we do - automation is key. ACCURACY! We Live and love to learn LL2L and we are not here to be mediocre!



Principles



Community & Social Responsibility

We invest in young talents. Inclusion for unbanked population will be through unbanked / unincluded representation in our staff too. We are here to serve individually as leaders and collectively as a team. We are here to build humans and value.

Diversity

Age, gender & everything in between! We believe every human being counts, diversity is key for creativity, innovation and trust- we see the world with an open eye. Diversity complements to empower and is definitely way more interesting and exciting. We value authenticity and the courage to be different.

Focus

We clearly differentiate between WHY we do? HOW to do? And then WHAT to do?



Principles

Growth Enabler

We don't dictate people what to do, managers are managers because they support people reporting to. The upper in the ladder, the more you serve. Remember, once you're a leader (manager), you are expected to be a role model too.

Fail-Friendly Environment

Fail fast -> learn fast -> improve fast

Failure recovery is far more important than failure avoidance

We value innovation > predictability

100% predictability = 0 % innovation

We Value delivery than plan fulfillment

No Blame nor shame culture. Let's capture the lessons learnt and put them into frameworks.

Waste Repellent Culture

If it works, keep it. Otherwise dump it.

We are integrable in every sense and across all dimensions

We love outdoors (greenery, sea, sun, mountains and walking)



Principles



Action

We do when we suggest - ideas means nothing without actions, we give no credit for abstract ideas or suggestions.

Ownership / Discipline

One time commitment should be every-time commitment. Claiming responsibility is courage. “We don’t have to be smarter than the rest. We have to be more disciplined than the rest.” Warren Buffet

Proactive

See it, say it, and sort it! We don’t turn our backs to problems. We value action over reaction.



Principles



Transparency

Talk to the person not to everyone else. and we do NO whispers here!

Down to Earth

We leave our ego -at the door / at 'join meeting' button- while discussing we tackle problems not people. The issue is the counter not the person.

Integrity

Doing what's right even when no one is looking!
"It's choosing courage over comfort. Choosing what's right over what's fun, fast or easy. And practicing your values." Brene Brown





Thank You
