



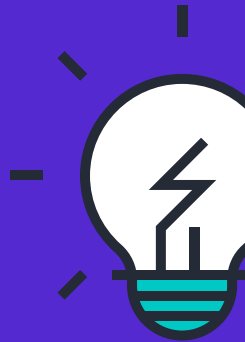
Our Guide

for

Newcomers

V1.0

MMAVERICKA







Welcome to Mavericka Team

This guide is for talents who wants to change the world with us

Here is a set of basic principles on which we make our decisions

We are working together on this guide to make it more useful for others

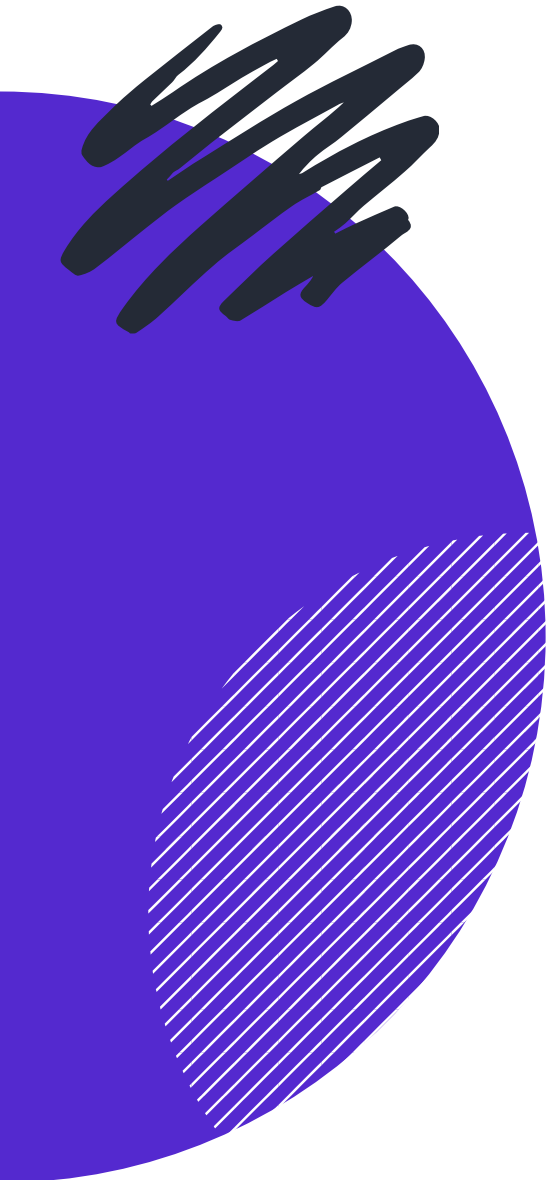
WHO WE ARE



WE BUILD DATA-DRIVEN MANAGEMENT SOLUTIONS AND BRING OUR CLIENTS TO THE NEXT LEVEL OF PRODUCTIVITY IN PLANNING, FORECASTING AND BUSINESS ANALYSIS.

WE CREATE UNIQUE PRODUCTS BASED ON LEADING TECHNOLOGY PLATFORMS THAT CONNECT BUSINESS USERS AND DATA ACCELERATING FLEXIBILITY AND RESILIENCE.

WE CONTRIBUTE TO DATA CULTURE IN FINANCE, SALES, OPERATIONS, HR AND PRODUCTION OF HYPER-GROWTH COMPANIES AND CORPORATIONS IN TRANSFORMATION.



HOW WE CHANGE LABOUR MARKET

You are talent!

- Today talents are able to set their own rules of the game in interaction with corporations. And we help you do that.
- We make you free from bureaucracy and open new opportunities for creativity, leadership and ambition.
- We're a talent service hub that provides you with new projects and everything you need to work comfortably from anywhere in the world.
- Why do corporations benefit from working with us instead of trying to keep talents on their balance?

Because we solve complex business problems quickly. Our approaches are flexible and our motivation is high!





WHAT WE BELIEVE IN

FREEDOM

We believe that talents reach their full potential outside of hierarchical and bureaucratic structures.

TRANSPARENCY

We do not bribe or engage in any form of corruption. We do not mislead our customers or misrepresent any information.

PERSONALITY

Yes, we have common goals and principles. But each talent chooses its own comfortable format of work and rest. We value individuals and condemn discrimination on any grounds.

OPENNESS


We share our success and failures. We create best practices and invest in a common base of experience.

LEADERSHIP

No orders or instructions for action are expected here. We mentor newcomers and support each other in difficult situations. We take responsibility and are always on the lookout for things that can be improved.

TEAM

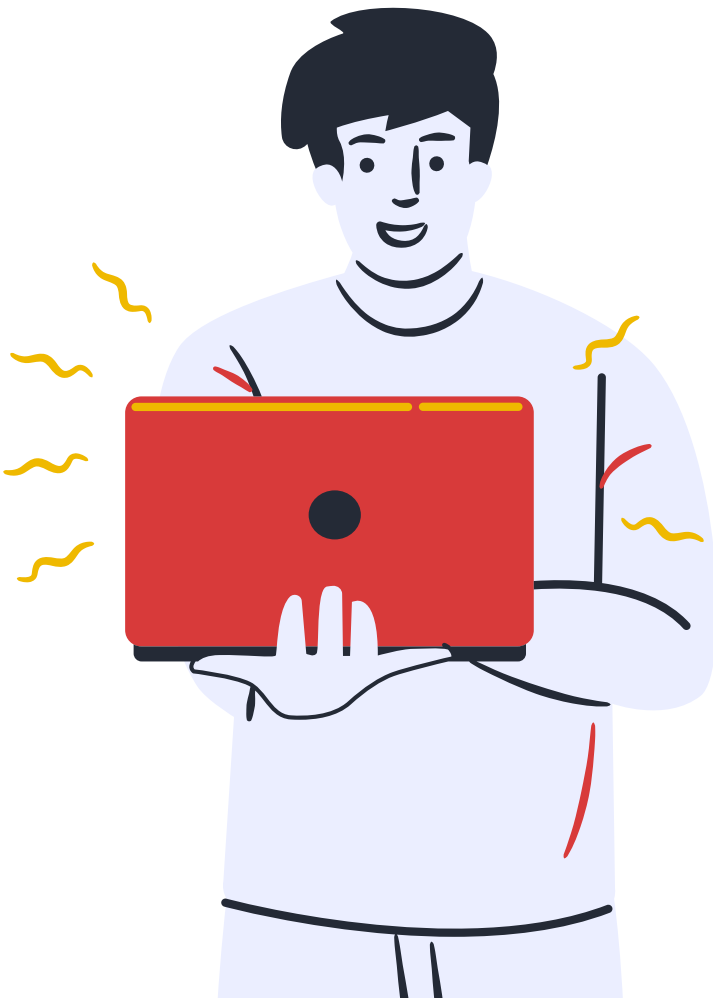
The best projects and the most effective changes happen when we work with our clients as a team. One for all and all for one!



HOW WE WORK

We have no bosses and subordinates, and you can choose the title of your position. Our temporary structures are formed optimally for specific projects and client engagements.

Each of us plans his own time schedule and determines when to work and when to rest. But our priority is the rhythm of the client and of the project team.



We don't evaluate people, we evaluate projects and results.

Everyone can find out where the team spends its budget on and influence those decisions.

We understand that we work with sensitive customer information and do our best to ensure confidentiality.

**WE DEVELOP THE
PRINCIPLES OF
TOP-QUALITY
SERVICE TOGETHER.**



**WE IMPROVE
OURSELVES AND
CREATE OUR
PERSONAL BRANDS.**



NEWCOMERS MEMO



01

**ASK TO UNDERSTAND
AND APPRECIATE THE
FEEDBACK**

**BE PROACTIVE
AND BUILD UP
COMMUNICATION**

02



03

**DON'T BE AFRAID TO
MAKE MISTAKES, BUT
DON'T REPEAT THE
SAME MISTAKES**

**DON'T LOSE THE
TRUST OF THE TEAM,
IT WILL BE HARD TO
GET IT BACK**

04



05

**DELIVER COOL PROJECTS
AND CREATE A BRAND
WITH YOUR NAME ON IT!**

Happy journey!



MAVERICKA