



With a supportive and collaborative culture that nurtures professional and personal progression.

Company	Making budget available for internal and external training.	Protecting team time when on development courses / sessions.	#Fearless Feedback culture.	Arranging team building activities.	Creating opportunities for colleagues to build relationships with clients and suppliers.	One to ones and quarterly reviews.	Weekly highlights and challenges.	Go the extra mile to find new ways to improve your output constantly.	We support our clients not just to grow their businesses, but each client to develop their career.
Colleagues	Actively seeking out training opportunities and sharing what we find to help others.	Creating opportunities for team to learn on the job.	Fearless feedback – not afraid to challenge status quo.	Avoid using jargon to make team inclusive environment for all.	Peer to peer coaching on the job.	Everyone's judgement is trusted and supported.	We put our hands up if we make a mistake as we know it will be supported – opportunity to reflect and share and learn .	Improving output constantly – continuous improvement mindset.	Taking part in team building activities.
Clients	Give us briefs that will challenge our abilities and give us the chance to shine.	Our actions and services help clients to grow.	Respect and prioritise opportunities for personal and professional growth (for each other).	Go the extra mile to find new ways to improve your output constantly.					
Collaborators	Creating opportunities for development.	Inviting to take part in relevant training sessions.	We help each other to develop by sharing skills and knowledge, especially with growing team members.						