Board of Innovation

Welcome to our team

Welcome to a
team of Innovators

What we believe in

1. **Be entrepreneurial**

2. **Raise the bar**

3. **Help others**

4. **Be open-minded**

5. **Learn everyday**

6. **Trust over control**

1. **Be entrepreneurial**

☑ Enjoy the thrill of working at start-up speed & grow the business together

☑ Be positive. When you see a problem, don't complain, create a solution.

1. Be entrepreneurial

- I work in a very hands-on way to get somewhere
- I take true ownership of my roles and responsibilities
- I don't just come with a great idea. I make it happen
- If something goes wrong, I first look at myself instead of blaming others
- I take the initiative to launch new things, aligned with the objectives of BOI
- I work in self-steering circles that can organize themselves
- I love growing the business together. Everyone has a business development role
- I don't wait for others to tell me what to do
- I enjoy a fast-paced, high energy way of working
- I am passionate about what I do
- I believe in 'done is better than perfect'
- I act in BOI's best interest

2. Raise the bar

✓ Challenge yourself and the others to do better and invent the future

✓ Create clever, non-obvious solutions

2. Raise the bar

- I ask for public feedback on my work via Slack, the Feedback Wall,...
- I dare to challenge clients
- I present inspiring cases and ideas to customers #raisethecases
- I go all-in for an upcoming sales pitch
- I continuously try to improve the tools & templates used at BOI
- I always give constructive feedback to my colleagues after each presentation
- I don't rely on the competition to set the bar
- I love being creative, and always try to invent the Future of X
- I never just copy the work of others but aim to invent or remix & improve
- I participate in HackMyFriday's to challenge how we meet and work at BOI
- I value simplicity. *Simple and easy are not the same thing*
- I take care for myself not raising the bar too high

3. **Help others to be amazing**

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☑ Sharing is caring   ☑ Let other people shine

3. Help others to be amazing

☑ I default to sharing rather than protecting tools, slides, etc…

☑ I'm proud when people copy me

☑ I make time for coaching team members

☑ I see team wins as more important than personal wins

☑ I don't do Ego. Really don't.

☑ I help others even if it's not my role (e.g. clean the office,..)

☑ I genuinely want to help clients, not just follow a process to tick off a deliverable

☑ I give muchos 🌮🌮🌮 when someone helps me to shine

☑ I make sure that every new colleague experiences a warm & fuzzy welcome

4. Be open-minded

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✓ Enjoy working in a multi-cultural and multi-disciplinary team, so everyone can bring their whole self

✓ Always be open to new ideas, other perspectives and uncertainty

4.   Be open-minded

- ☑ I understand myself and others (e.g. MBTI profiles)
- ☑ I & everyone else can pray, meditate, sleep, ... at the office
- ☑ I don't react defensively to or judge new ideas
- ☑ I'm willing to take on a large variety of projects
- ☑ I enjoy a-typical Funky Friday Lunches
- ☑ I am open to unexpected initiatives at the office, from a breakfast rave to a yoga session
- ☑ I pay attention to the state of mind or feelings of others
- ☑ I step out of my comfort zone

5. Learn everyday

✓ Learn by doing and experimenting

✓ Always be curious

5. Learn everyday

- ☑ I see failure as an opportunity to learn
- ☑ I share my failure with others
- ☑ I have a self-development budget that I use for learning
- ☑ I enjoy & contribute to the AmazeMe & TeachMe sessions
- ☑ I document my learnings via notes, notion, ... and share this with others
- ☑ I always ask for feedback from colleagues and clients
- ☑ I'm aware of my strengths, pitfalls & my current abilities
- ☑ I'm at the steering wheel of my own personal development
- ☑ I'm passionate to go deep on a specific subject

6. **Trust over control**

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✓ Be responsible, enjoy freedom

✓ Believe in fairness and doing good

6. Trust over control

- ☑ I don't talk badly about competitors, previous employers,…
- ☑ I pick where & when I work
- ☑ I don't ask for permission to go on holiday, but align with my colleagues & clients to find a good moment and define how to manage during my absence.
- ☑ I don't share confidential information
- ☑ I don't talk behind someone's back - but give direct feedback in that case
- ☑ I design processes or systems based on trust and fairness
- ☑ When I commit do doing X, others can trust me I'll take care of it