

Our Values

(26.11.2018)

VALISPACE

EMPOWERING ENGINEERS



Mission

Valispace empowers engineers to develop great products.

A large green triangle is positioned on the left side of the slide, pointing towards the top-left corner.

Vision

Valispace enables small teams to design highly complex systems fast and cheap and big teams to build things which seem like magic to us today.

Valispace Values

01

Work Smart

02

People Matter

03

Empower the
Engineers

04

Lead by Example

01

Work Smart

work smart > work hard

Although a fast-paced startup requires many hours of dedicated work, our most extraordinary achievements are the ones where with limited resources, we achieve high impact:

Wherever you can, try to achieve 80% of the result with 20% of the effort (following the [Pareto Principle](#)).

01

Work Smart

leverage existing solutions

Standing on the shoulders of giants is the best way for a startup to succeed.

If they exist, we champion the re-use, adaptation and improvement of existing methods and tools over the invention of home-made “perfect” solutions.

01

Work Smart

keep exploring

We never stop being on the lookout for new and innovative solutions to today's and tomorrow's challenges.

We know that experimenting takes time, so we make room for it in our daily work.

01

Work Smart

collaborate and share knowledge

Share your knowledge, plans and problems with those around you. You can expect help and guidance from your team and you will provide it to others.

A win for the team is worth much more than any individual win.

02

People Matter

be honest to others and yourself

Honesty is the only way to long-term success:

Be honest to those who matter, including to your team, your customers and yourself.

02

People Matter

practice radical candor to give feedback

Since we care for everyone on the team, we encourage giving and receiving feedback:

Praise in the open and criticize in a 1-on-1.

Feedback is embraced across all hierarchies and in all directions.

challenge the status quo & embrace decisions

This is a fine line, but very important:

Critical thinking is necessary and desired, since it prevents us from running into the wrong direction.

So raise your concerns and alternative solutions.

However, once a decision has been taken embrace it as the current strategy and give your best to make it work.

02

People Matter

more than work

Valispace is more than a place where people interchange lifetime for salary:

We respect each other, welcome diversity and whenever we can, we accommodate for people's personal needs.

We work together as a team but also like to spend time together in non-work settings.

03

Empower the
Engineers

complexity on our side > complexity on user side

Whenever making a trade between a mental burden on our users or us: choose us.

03

Empower the
Engineers

start small - test - then optimize

Always start with a Minimal Viable Product/Process (MVP) when making something new.

Only the feedback from users, customers, etc. will be able to tell us if we are on the right track.

Make it nice and better when we know it is a good idea.

03

Empower the Engineers

make engineers happy, the money will follow

Listen to our users and make them happy.

When there is a conflict of interest between making the buyers/stakeholders or the users happy, choose the users.

Only a great product that helps people solve their problems will lead to a sustainable business.

04

Lead by Example

when necessary, get your hands dirty

Roles and responsibilities ease our daily work.

However when the situation demands it, it is everyone's responsibility to roll up their sleeves and get things done.

04

Lead by Example

share your decision process

To take important decisions: gather relevant all opinions, take a decision and bear the responsibility.

Then share the result and your rationale, so that even if others don't agree they get transparency.

04

Lead by Example

be a mentor

Our team consists of human beings that are learning. They are our most valuable asset.

Guide them, share knowledge and experience, have an open ear and help them develop personally and professionally.

The image features a solid orange background with several large, light-orange, stylized geometric shapes that resemble the letter 'V' or 'A' scattered across the frame. In the center, the word 'VALISPACE' is written in a white, clean, sans-serif font. The 'V' and 'A' characters are unique, with a diagonal line extending from the top of each character. Below the main text, the tagline 'EMPOWERING ENGINEERS' is centered in a smaller, white, all-caps sans-serif font.

VALISPACE

EMPOWERING ENGINEERS