



Obk values

Our values are built around a fundamental respect for the individual.

We will be respectful to all people, team members, suppliers and clients alike. We also expect all team members to be respectful of each other and to value their differences. We are a team. We all have different skills and contribute in different ways and we should recognise this. We expect our clients and suppliers to treat our team members with respect.

We are a teaching and learning organisation

We are about development. We will work to help develop our clients and/or their businesses and if and when they leave us they will leave us stronger than when they came. We will all work to develop ourselves and help each other develop and if and when team members leave the firm they will leave us stronger than when they came. A team member's personal development extends beyond technical skills and should include personal skills, self confidence and self esteem.

Respect and concern for personal lives

We respect team members' personal lives and right to privacy. Where individual team members wish to share personal problems then they should be able to do so, confident that where we can help each other we will try. Team members are not expected to work excessive hours that would jeopardise a healthy work life balance.

We are straight and open in all that we do

The firm will have no secrets except in so far as we need to protect the privacy of the individual. We will be candid with one another and not be afraid to tell clients *how it is*.

Choose our attitude

We expect all team members to take responsibility for their attitude and recognise how this impacts on the rest of the team.



Fun

We treat our work seriously and do everything we do to the best of our ability. However, we shall try to ensure work is fun. This may not always be possible but we can and will commit to organise periodic “fun” events in which all team members can participate.

Innovation

We will continually innovate our products and the way we work. We will look for opportunities to turn conventional wisdom on its head, be a shining light in our profession and we will be seen as extraordinary.

We will live true to these values and with an irrepressible spirit.

Rules

If we live these principles we should not need too many rules. Rules that reflect our core values include:

Rule #1 on time or notify – if we are late for work or a meeting with either a client or a team member we will notify the person with whom we are meeting.

Rule #2 never say anything about someone in their absence that we wouldn't say to them.