



OUR VISION & VALUES

SpotMe | Onboarding Presentation v2.2 January 2021

At SpotMe

We ask questions, debate opinions, and fight for what we believe is best

Solutions without outcomes, poor user experience, fear of change, laziness, unprofessionalism

We exist to challenge the status quo in order to create greater experiences for customers and employees.

Experiences that bring joy, a feeling of having a voice and contributing

Anyone part of an organization that we have the chance of engage through our app

Long-term outcomes and concrete organization challenges are not solved

Virtual is the way people work, meet and interact now and we're not following trends, we shape them

2020

Virtual

2019

Shift

Producing apps for events is complicated and only experts can do it

2016

Provide enterprise access

Custom hardware is needed for better user experience

2011

Pivot to apps

Events are expensive and outcomes are limited

2007

Expand features

People are afraid about new technology and changes

2002

Support with Services

Meaningful connections on events are poor

2001

Focus on meetings

2000

Create SpotMe

People struggle to connect together

Our values: Curious and always improving

eager to know or learn something

make or become better

Understand limitations and look for new alternatives

Challenge pre-conceptions; including your own

Understand our customers' challenges

Search first, then ask questions

Be open-minded

Share and welcome feedback

Watch, read and listen to field experts

Knowledge = better decisions

Check out what is out there; try, test things out

Share knowledge openly and freely

Encourage to learn from mistakes and successes

If we don't know, we admit it and we ask

Know our business and technology

Embrace changes and the new

Listen to other's point of view

Be empathetic

Always seek places which we can make better

Try things outside your comfort zone

Our values: Diligent with intent

show care and grit in one's work

act with purpose

Constantly testing and checking,
verifying and re-verifying

**Be mindful of the
end goal**

**We put the necessary
efforts to deliver
excellence**

Care about the work
delivered

Doggedly pursue all
the details needed

Be passionate

We take ownership

**We do the right
things right**

**Take the extra time
now to succeed later**

Committed to the work

Be trustworthy and
reliable

Know your strengths and
take advantages of them

Aspire for excellence in
the delivery of each project

Pay attention to details
and make the effort

Have a clear understanding
of exactly what you want

Question what is
asked if not relevant

We finish what we start

Focus; remove
distractions

**Working smarter, not
harder**

Be proud of yourself
and your work

Create a shared vision with
customers, then execute it

Our values: Humble about oneself

show modest estimate of one's importance

Someone always knows more than you about something

Admit that you don't have all the answers

Learn from customers experiences and examples

Accept criticism with grace and appreciation

Never brag

Knowledge is never tied to age or background, neither to a job title

We know our limits

Success is meant to be shared, not kept to oneself

Embrace new perspectives

Our job is to work with people, not compete and overshadow

Respectfully consider decisions that contradict ours

We support other people's successes

When in doubt, assume you are wrong

Self-improvement and friendly competition

The second we think we know everything is when we begin failing

Experience doesn't mean success

Always take seriously client feedback and suggestions about the app

Don't make assumptions, ask

Get the right people on board

Listen. Actively.

When in doubt, assume you are wrong

Mistakes happen, don't cover them up

Our values: Proud about our company

feel deep pleasure as being part of the group

Pleasure of championing the unique solutions we provide

Remind ourselves in what company we are working – a leader in the industry

Being a private company with the goal to compete with much larger companies and still be a leader

Be proud of our colleagues, learnings and successes

Being humble is nice but it is nicer to know that you are part of the elite

We understand and support our company mission

Celebrate successes

Strive to show our technology potential

Trust the company as it trusts us

Contribute when you can

Loyalty and commitment to what we are trying to do

Believe in what we do

Take a step back and think of who we are

Share and advertise our work and values outside the company

Continue producing extraordinary work.

Be an advocate

Be passionate

Take on the opportunity to bring something unprecedented as a mobile platform

Embrace the awesome platform we get to work with

Our values: Respectful and positive

show consideration for others' feelings and rights

constructive and confident

Be mindful of others' cultures and experiences

Bring positive energy even when it may not be your first instinct

Respectful & positive attitude will open more doors

Wake up each morning ready to tackle the day's tasks with positive energy

Speak face-to-face

Treat people the way you want to be treated

Show gratitude

Vent when needed and move on to the next thing

Keep the motivation, even during tough times

Choose virtuous cycles over vicious ones

Be respected by being respectful

Always say thank you and recognize people's work

It simply makes life more enjoyable

We keep a constructive attitude even when challenged

Don't forget to give good news

Being respectful and positive brings us together

Consider other people's time, priorities, and preferences

THANK YOU!

STAY CONNECTED

LIKE US. TAG US. SHARE US.



#LIFEATSPOTME

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