

Culture as Strategy

John Vancil
Open Systems Technologies



What guides our behavior?

SIMPLE.

honor

our people and their families *first*, clients second, and the rest will fall into place.

delight

our clients.

serve

with humility.

embrace

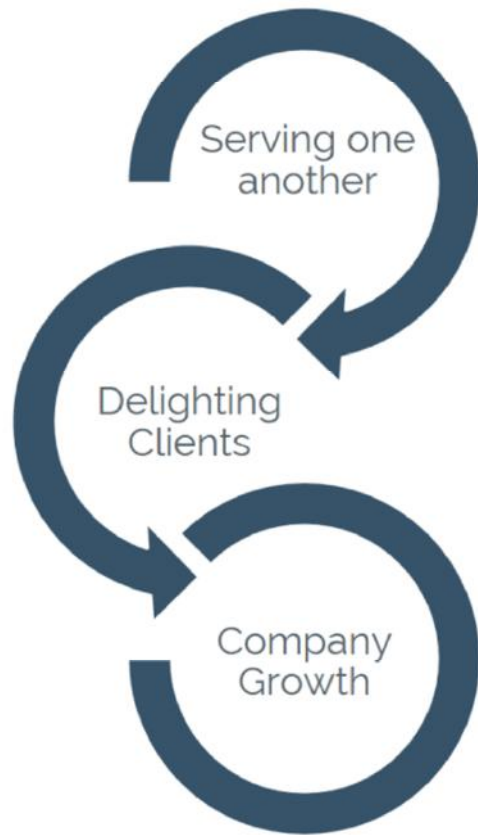
entrepreneurship and innovation.

learn

through curiosity and empathy.



The OST Equation



Hiring and engaging people whose passions are aligned to OST's values and value



Armed with understanding of, access to, and ability to solve client's biz problems



Organizational Success

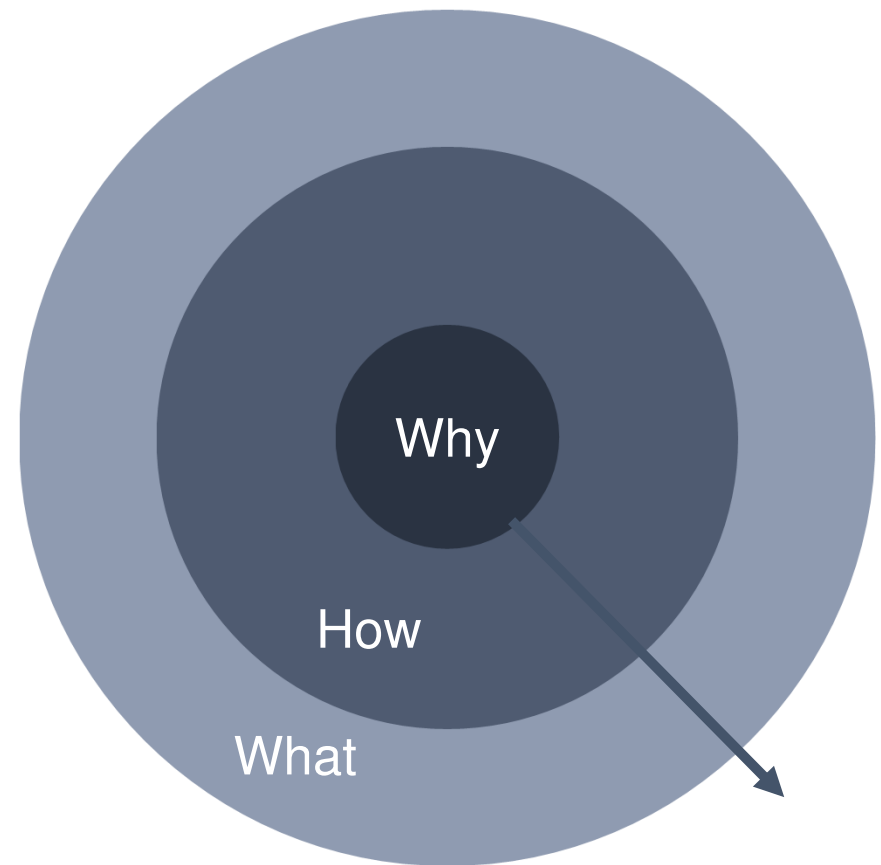
The OST Golden Circle

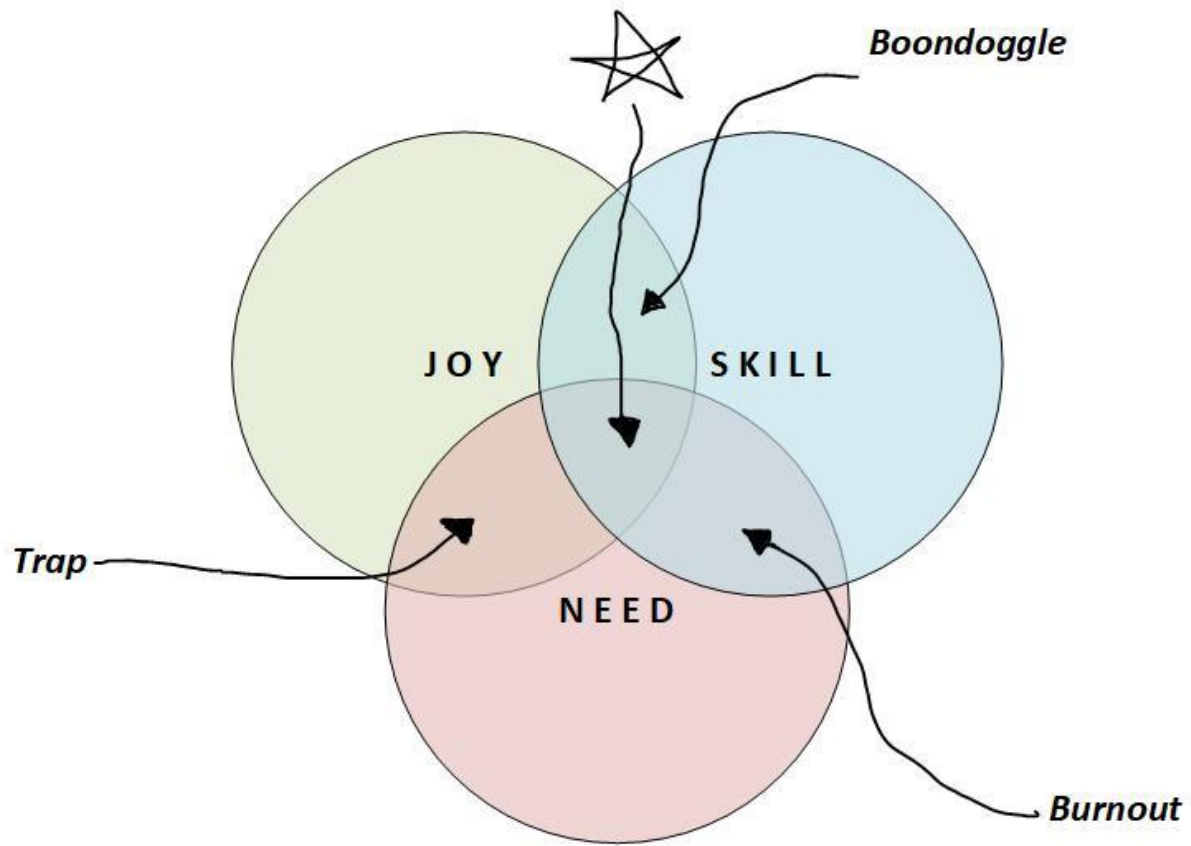
“People don’t buy what you do,
they buy why you do it.”
- Simon Sinek

Our culture is at the core of our
strategy.

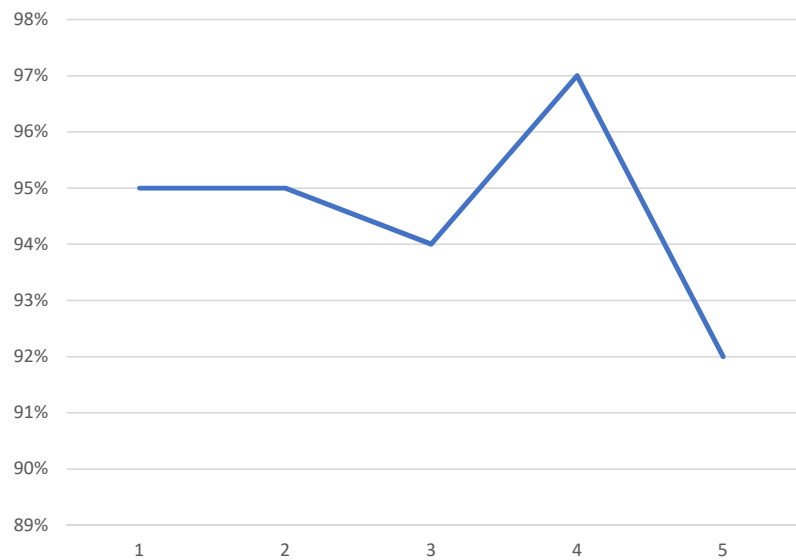
It is our strategic advantage.

It informs what we do and how
we do it.

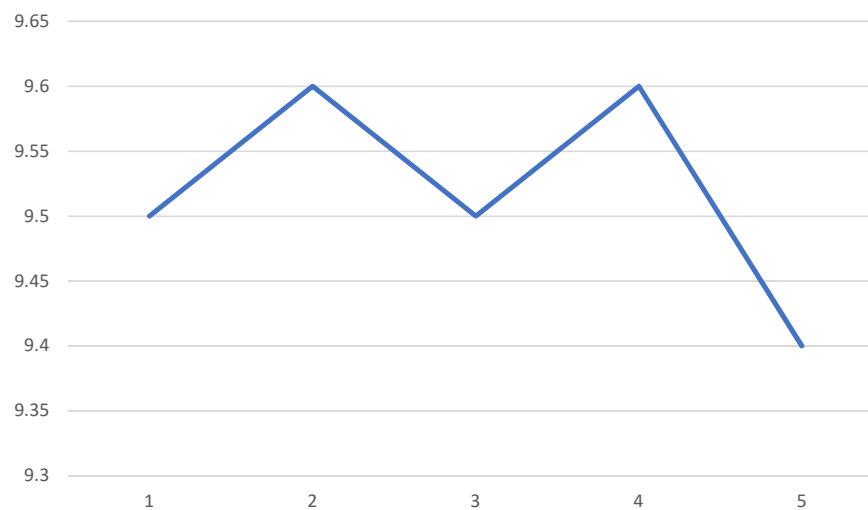


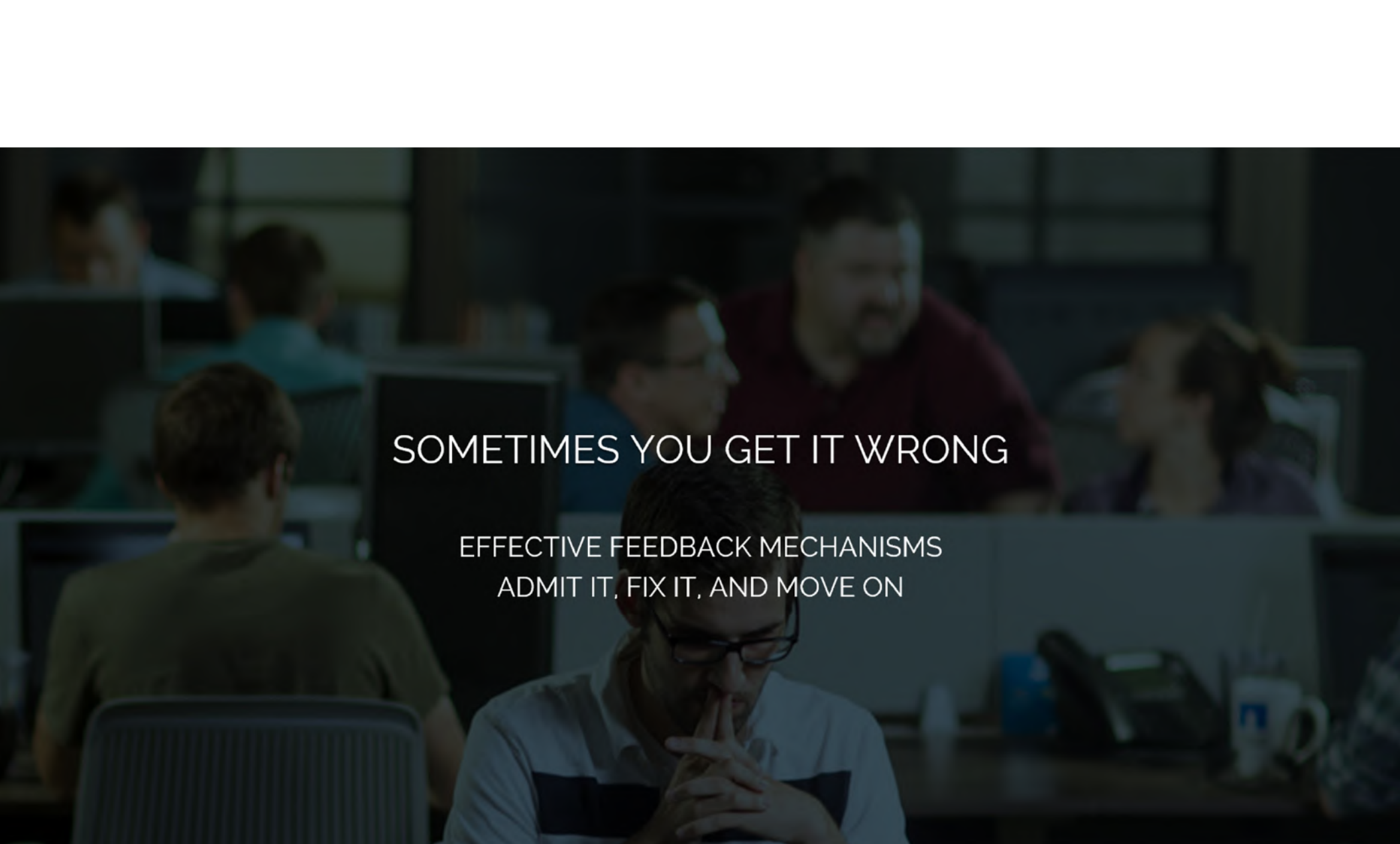


Employee Satisfaction



Client Satisfaction





SOMETIMES YOU GET IT WRONG

EFFECTIVE FEEDBACK MECHANISMS
ADMIT IT, FIX IT, AND MOVE ON

Questions: jvancil@ostusa.com

www.ostusa.com

