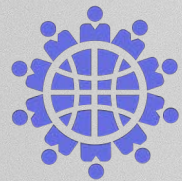


Alcion.ai Culture Deck



This deck, just like the company, will always be a work in progress. Feedback appreciated!

FOUR THINGS TO DISCUSS



Culture

What allows us to build a successful company



Values

What behavior exemplifies our culture



Team

Why we optimize for teams over individuals



Remote Work

How we operate in a remote-first world



**Why do we
care so much
about our
culture?**



Culture is strategy

JIM COLLINS

Author of Good To Great



IN CULTURE, WE TRUST



Enables us to outcompete others

With a shared cultural outlook, we will be able to move faster and in the same direction. It will allow us to build stronger teams and is something that cannot be replicated.

Helps build a successful company

Our culture will allow us to define our values. These values set us up for long-term success, define our individual behavior, attract amazing coworkers, and will be used to promote and reward.

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OUR VALUES



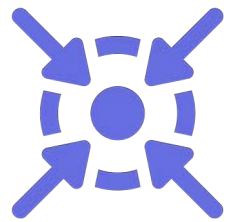
Transparency



**Trust &
Responsibility**



**Independence
& Autonomy**



Focus



Simplicity



Frugality



**Impact and
Result-Driven**

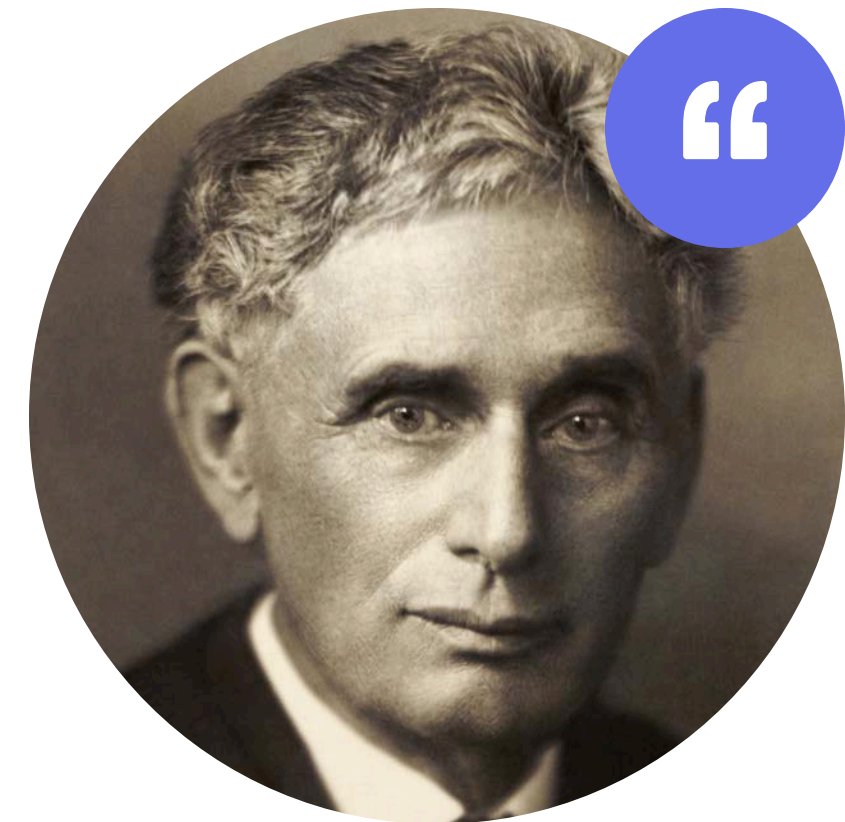
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TRANSPARENCY

***Sunlight is the
best disinfectant***

Louis D. Brandeis

Associate Justice of the
Supreme Court of the United States



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TRANSPARENCY

Applies to Everyone

From the founders down, we need to strive to be as transparent as possible. Share as much as possible, even if it hurts in the short term

Encourages Consensus

While we are not a democracy, the greater the amount of information sharing, the better and faster our decisions will be

Clear Communication

Encourage and, in fact, requires clear and concise communication to deliver a clear message

“Public” Discussions

For internal discussions, the use of public communication channels (Wiki, Slack, mailing lists) over 1:1 messages is strongly encouraged

TRUST AND RESPONSIBILITY

Use Good Judgement

We trust by default and encourage the use of good judgement in everything you do

Reduces Friction

Our emphasis on trust allows us to reduce friction and eliminate overhead of unnecessary processes

Improves Job Satisfaction

Trust, responsibility, and increased autonomy go hand-in-hand. This helps improve job satisfaction for everyone in our team.

Allows Focus

We don't track sick days or PTO, we expect folks to be reasonable with expenses, etc. to allow us to focus on things that matter the most.

INDEPENDENCE AND AUTONOMY

Do The Right Thing™

Use the trust placed in you to do the right thing for everything you do at work

Bias Towards Execution

We want you to be biased towards execution vs. being blocked on others for “permission”

Encourage Speaking Up

No matter where the issue might be, it is our individual responsibility to speak up if we see problems and, even better, fix it

FOCUS

Commit To The Vision

While there is always a temptation to do “more,” we need to strive to commit to our central mission and core company goals

Build For The Customer

We always need to focus on the customer of our product and take on complexity so that they don’t have to

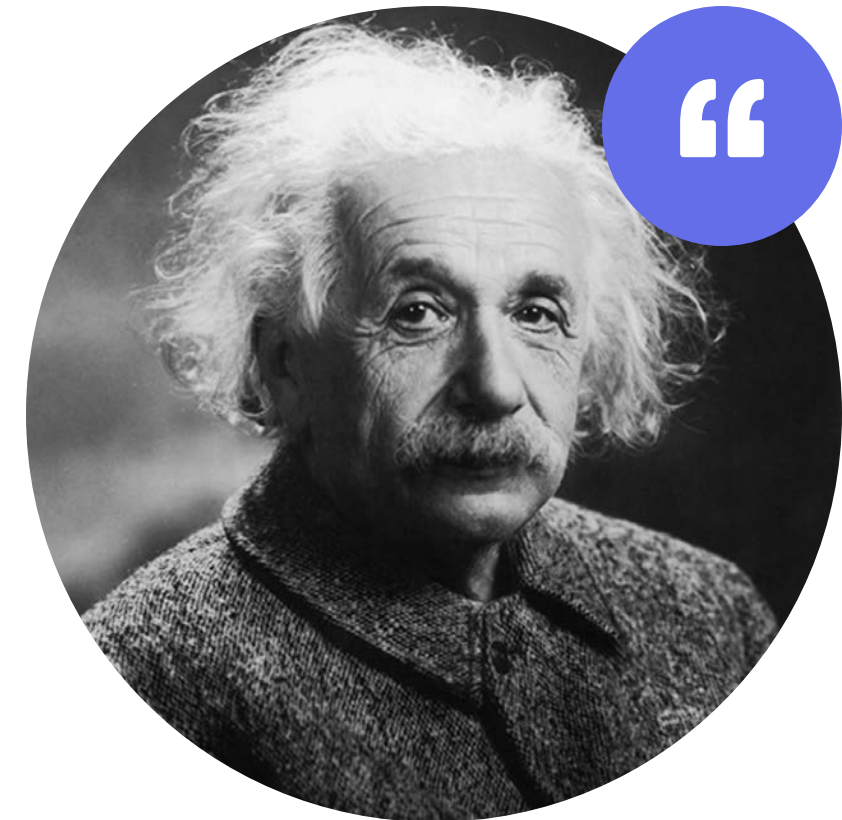
Pick The Right Customers

We should not sell to customers we cannot satisfy or who are not our core users. That said, there are design partners that will guide our product evolution.

SIMPLICITY

***Everything should be
made as simple as
possible, but no simpler***

Albert Einstein
Theoretical Physicist



SIMPLICITY

Build The Right Product

We are simplifying the product for our customers. We should not ignore simplifying things in our code, processes, or company either.

Refactor For Simplicity

Complexity will limit our growth and agility but does seep in over time. Refactor product, processes, and teams when needed.

Build For The Long Term

Use best practices that, based on what we know at that point, will help us build for the longer term. The simpler the process, the more likely it is to survive.

FRUGALITY

Money is Finite

The more careful use of the company's money we make, the longer our runway will be and therefore the better the control over our destiny.

Invest For Success

We should be frugal, not cheap. We want to invest in people, tools, software, and anything that will make us successful and comfortable

Be Reasonable

Frugality doesn't mean we shouldn't spend money but means that we allocate money in the right places. Sometimes it is worth spending a bit more to move faster, build a better foundation, and more.

BEING IMPACT AND RESULT-DRIVEN

Measure The Right Things

We don't measure the time you spend "in your seat." However, we do expect folks to be responsive within the culture of a remote-first company.

Celebrate Impact

We look for and reward folks that impact the growth and success of the company.

Value The Right Things

We value people that are agile and biased towards execution, people that display a strong sense of ownership, and people that are humble and inquisitive.



**We will succeed because we, as
a team, live our values**

/

TEAM

/

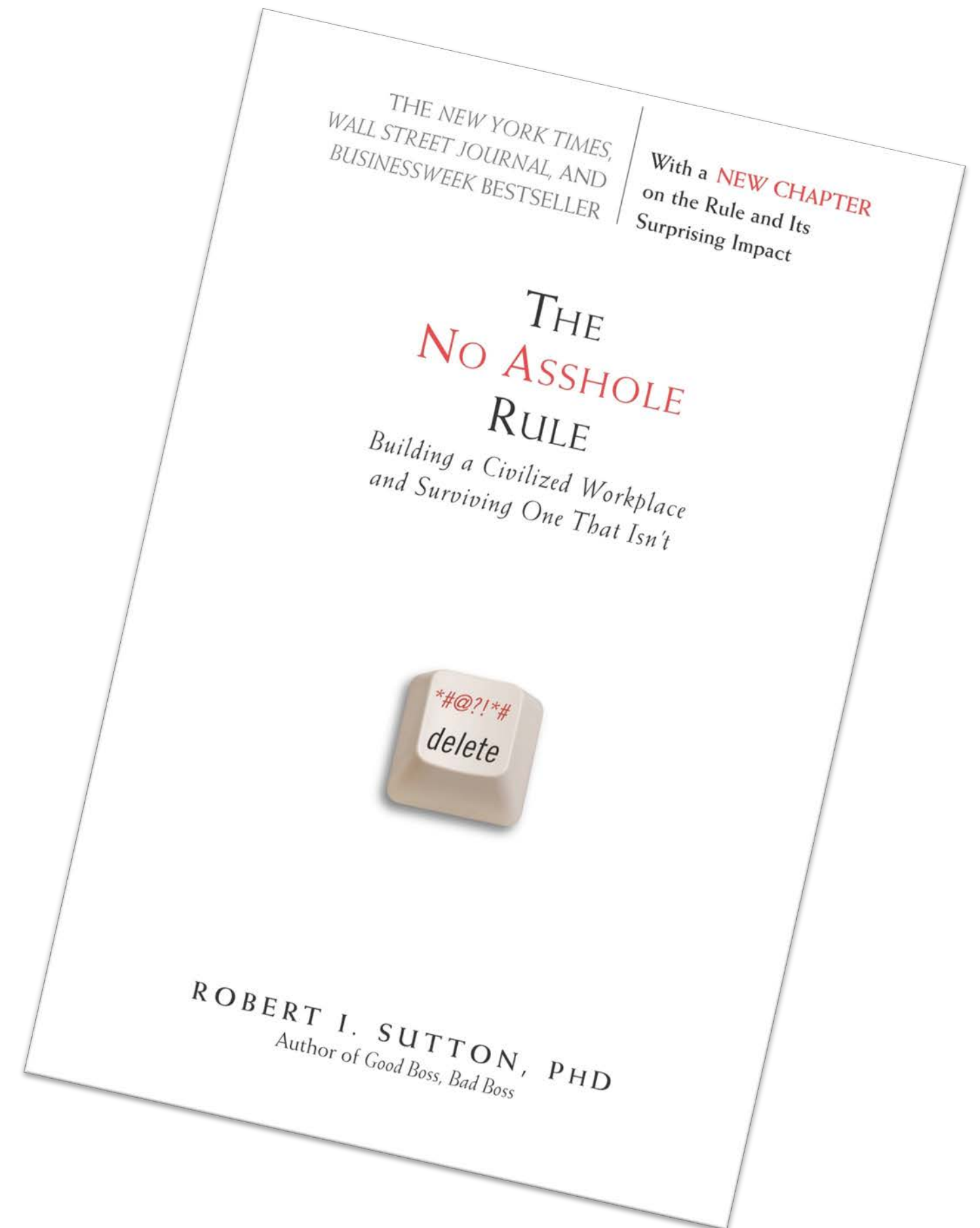
BUILDING TEAMS

***We do not tolerate
disruptive personalities
that poison teams!***

We really value folks that help build 10X teams.

This effort comes in many forms including settings standards that help scale the company, doing “plumbing” work, building culture, and more.

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“WE ARE A TEAM, NOT A FAMILY” - NETFLIX



Self

We are all to here to ensure that our teams, the company, and the customer succeeds.

Team

Strong teams and not any single individual will be responsible for our long-term success

Company

A company that is stable and well-run will help every member succeed

Customer

Our customers always come first. Their success will drive company success.

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REMOTE WORK

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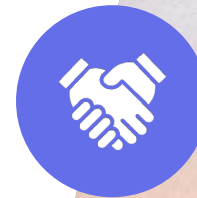
Asynchronous

We are a remote-only company and should not attempt to recreate synchronous practices from office environments.



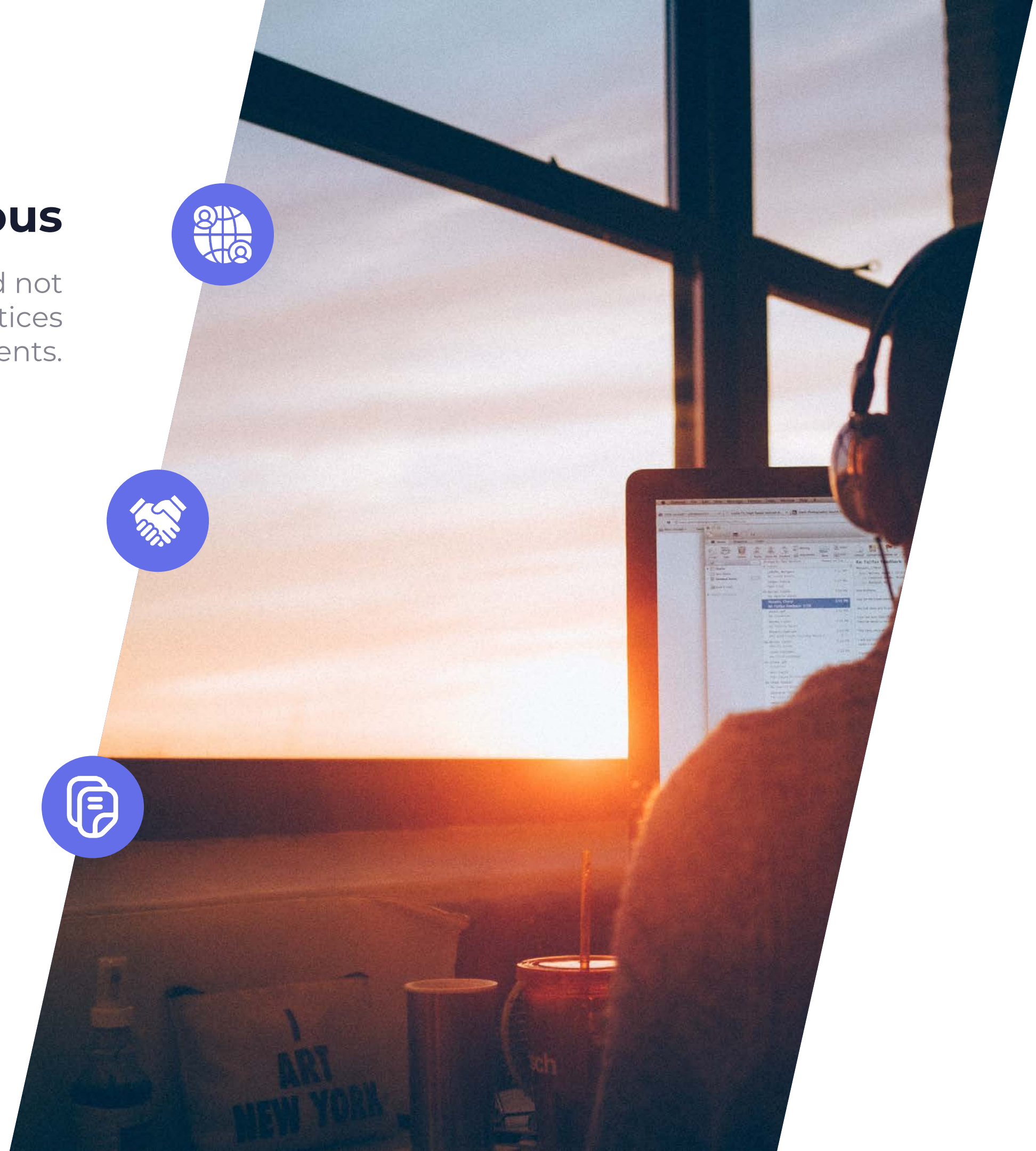
External Cadence

While we strive to be asynchronous, we must adapt to synchronous behavior if our customers or partners work best with it



Mindful Communication

Our communication needs to be asynchronous and mindful with a focus on “writing it down.”



ASYNCHRONOUS WORK AND COMMUNICATION

Write. It. Down.

Use asynchronous tools (e.g., wiki) for communicating ideas and proposals. They make it easier to share, search, and link information vs. transient systems such as Slack.

Reduce Meetings

Does it **really** need a meeting? If yes, set an agenda, generate notes, and circulate summaries (1:2 time ratio for meeting;note generation). There should be very few standing meetings!

Follow Best Practices

Use best practices for remote and asynchronous work and communication :

- [GitLab's Guide to All-Remote](#)
- [The Holloway Guide to Remote Work](#)

RESPONSIBILITY FOR OUR CULTURE



We (and that means **you**) are all torch bearers for our culture



We Are Hiring!

alcion.ai