

Daan Teunissen

Xebia

Is Groei een Keuze of een Gevolg van Keuzes?

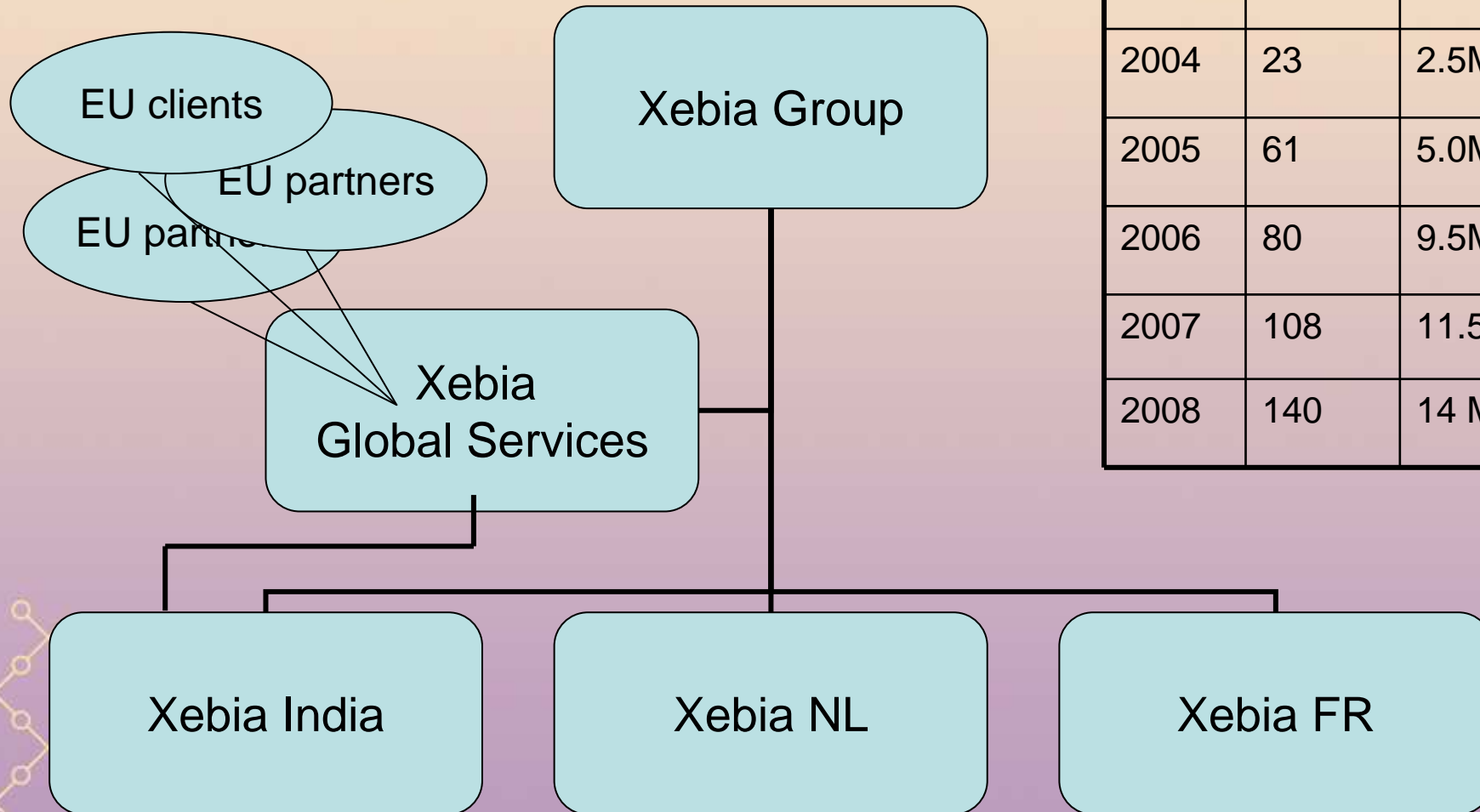
Daan Teunissen
Directeur Xebia



Xebia is een internationale IT consultancy en project organisatie. Wij zijn gespecialiseerd in Enterprise Java technologie. Wij helpen onze klanten optimale business value in hun IT project te realiseren. Met een team van ruim 100 betrokken professionals die allen gedreven worden door de wil om de beste op hun vakgebied te zijn, maakt Xebia het verschil. Wij streven naar de positie van autoriteit in onze markt.



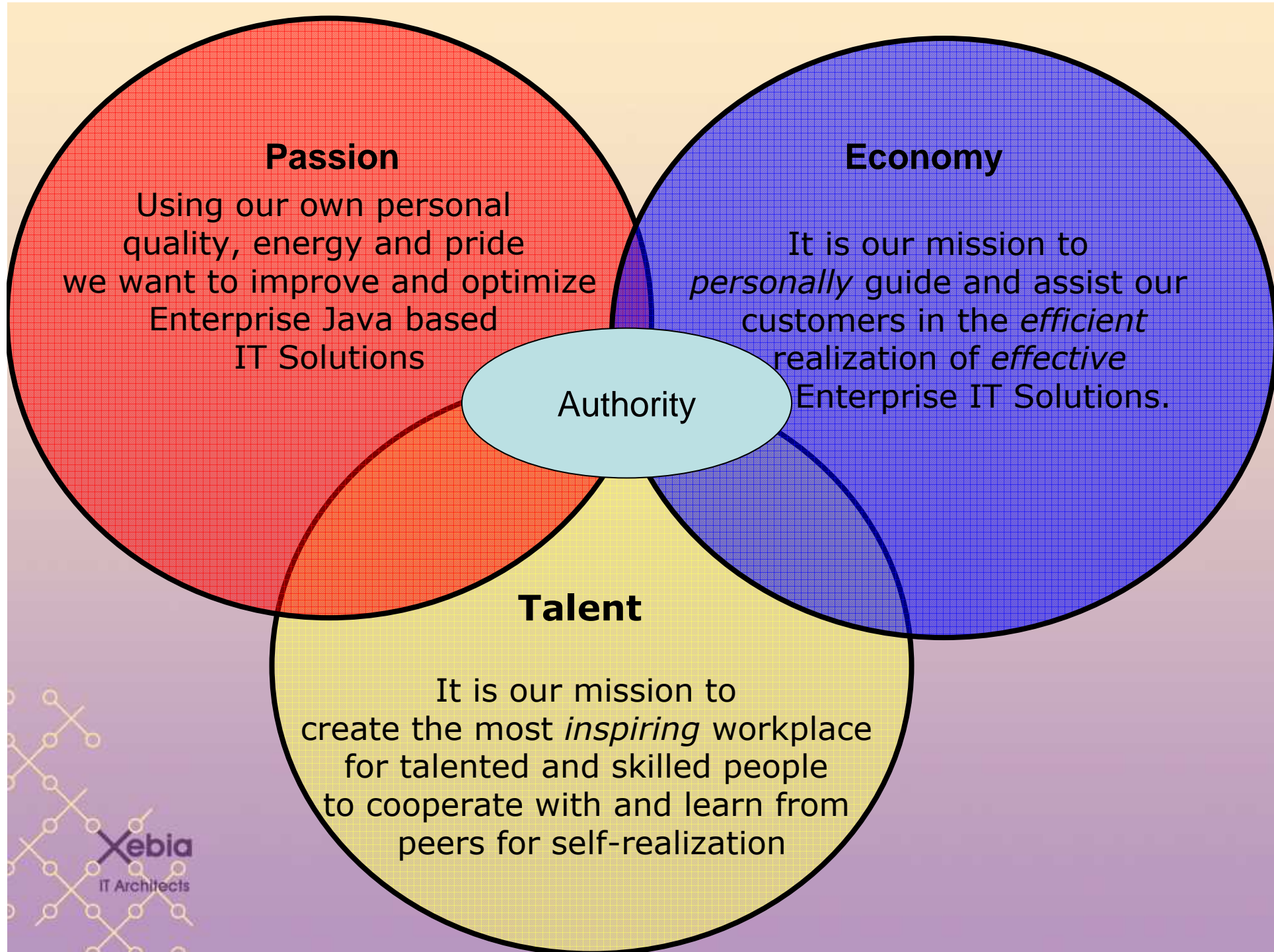
Structure & Growth



Year	People	Rev
2003	12	1.4 M
2004	23	2.5M
2005	61	5.0M
2006	80	9.5M
2007	108	11.5 M
2008	140	14 M

Profile

- Drive for quality, expertise and authority.
- High education and experience level
- Privately owned, financially independent
- Strong emphasis on mission, values and people
- Entrepreneurial spirit, delegation of responsibilities
- Growth is important,but personal quality will always over-rule growth ambitions



Our mission: Strive for Authority

- Do we achieve authority?
 - with this potential employee
 - assignment or client
 - activity in general
- What do we need to do to achieve authority?
 - Thought Leadership
 - Cool Best company
 - Focus on Values

Xebia Core Values

Drivers for everything we do . .

1. People First
2. Sharing Knowledge
3. Quality without Compromise
4. Customer Intimacy

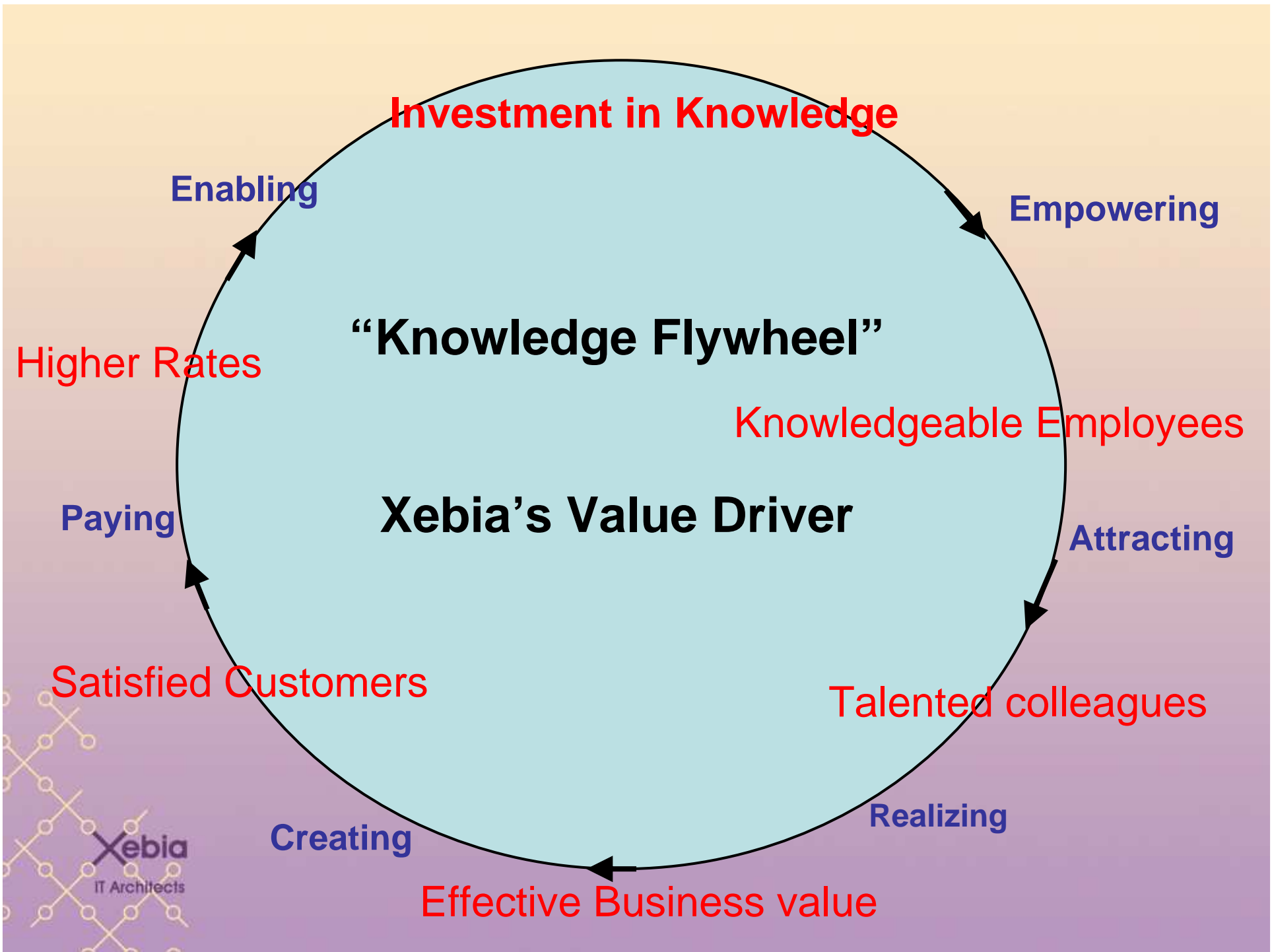


People First

- Selective hiring through assessments, based upon quality, and authority only. No contractors.
- The wellbeing and career perspectives for the individual employee prevail over customer demand
 - “We are prepared to lose the customer”
- Professionals are intensively coached and guided during their career at Xebia
- Professionals can develop themselves and grow within Xebia in any direction
- Your opinion counts. Communication is encouraged and welcomed.

Sharing Knowledge

- Mandatory Xebia Knowledge Exchange every other Tuesday from 4PM to 9PM
- “Attendance XKE is more important than a customers problem”. Never compromise on this yourself.
- Wiki, techlists, blogs, podcasts, mentoring & coaching, peer-reviews, technical rally’s, high budgets for education, Tasking
- Strive for teaming using the various disciplines and seniority levels within Xebia
- Select only people that want to share their knowledge and learn from others



Quality without Compromises

- Strive for 100% quality
- Take all preparation you need
- Don't ask, just do, apologize later
- Arrange the right conditions
- Quality Code of Conduct

Customer Intimacy

- Strive for equal level relationship between Xebia and the customer, work on common goals.
- Realize quality and customer satisfaction without any compromise.
- Focus on larger organizations only; acquiring most challenging assignments and agile projects. Business value and success rate are key selector items.
- Strengthen customer relationship with value adding activities (seminars, workshops, Librije network, blogs, ..)
- No subcontracting, direct relationships instead.

Results

- Inspiring workplace for all people
- Continued ability to attract the best people
- Top clients in NL, FR and now even directly India
- Clear strategy within which people can grow
- High profile in our market

**Focus on soft feminine aspects
improves masculine hard figures**

