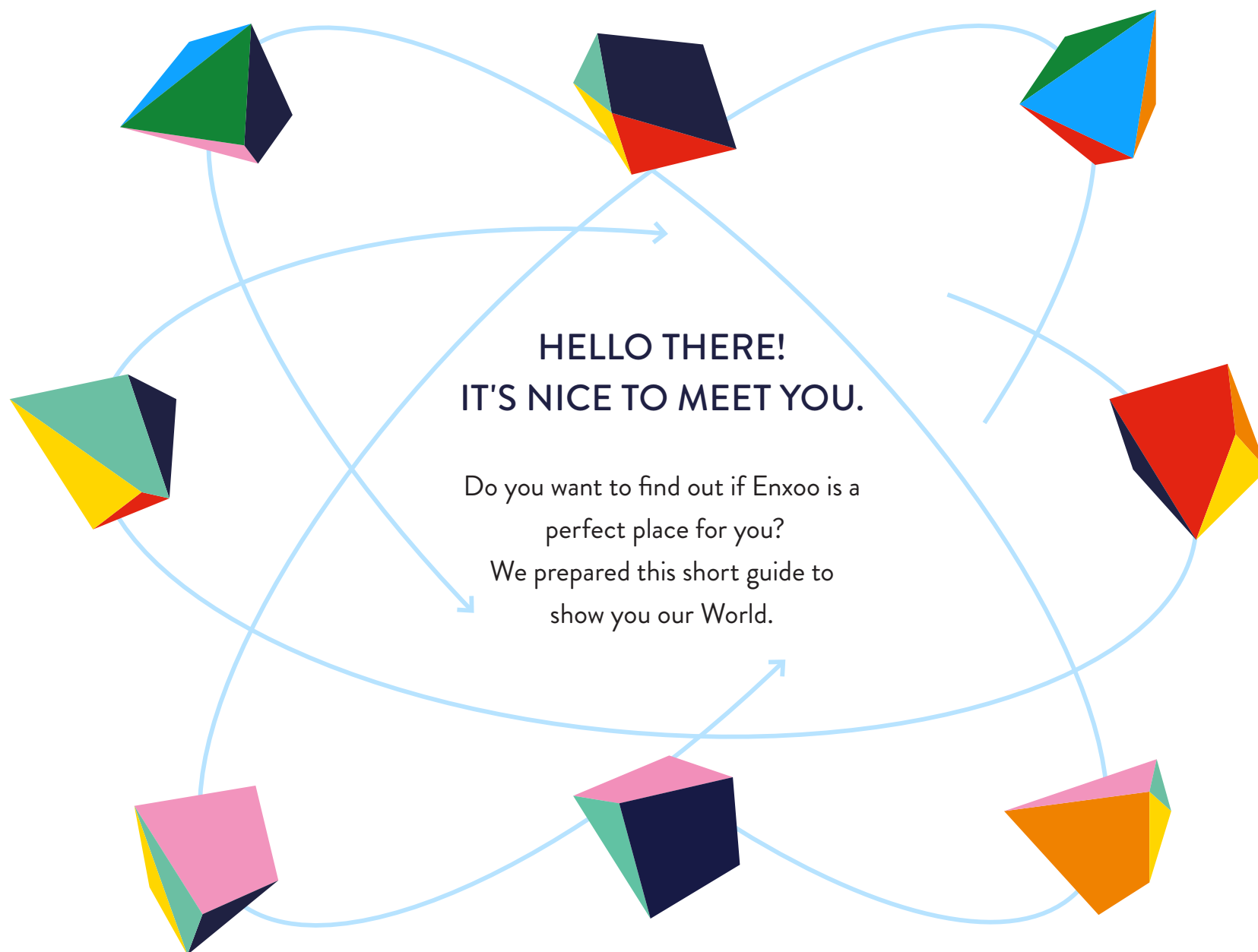
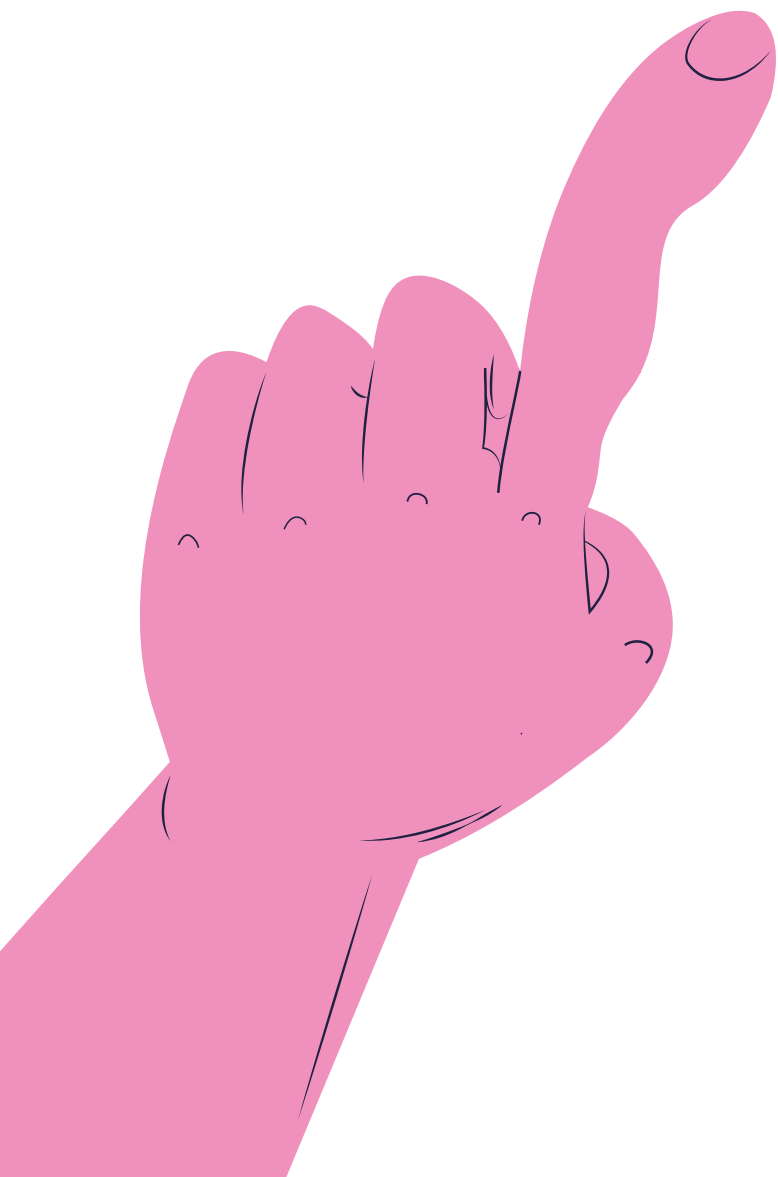


Culture Book enxoo







THIS BOOK IS A GUIDELINE:

Thanks to this you will be able to get to know Enxoo better.



THIS BOOK IS ABOUT FUN:

You will see how we work but also have fun together.



READ OUR STORY:

Explore our journey and values.



LIKE IT. USE IT. SHARE IT.

Don't forget to share it with your friends.



Let the journey begin:

01. Why Enxoo?	5
02. Who we are & what we do	6
03. Our products	7
04. Our values in action	8
05. Our offices	9
06. Letter from our CEO Krzysztof Zych	10
07. Grow with us	11
08. Let's have fun	25
09. Working hand in hand	41
10. Enxoo Way of Working	51
11. Take the lead	57



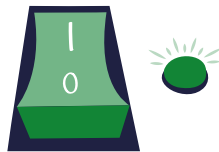
01. Why Enxoo?

We get better together working with friends and helping customers to grow with technology.

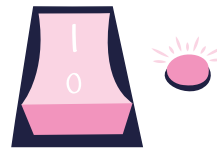


[Check our video](#)

ABOUT US:



More than 200
happy employees!



5 offices
in 2 countries



12 nationalities
on board



More than 200
completed
projects for over
100 customers
worldwide

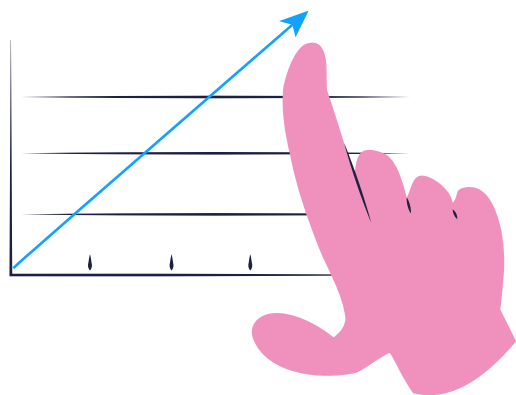


312
certificates



02. Who we are & what we do

Enxoo was founded in 2012 and started as a Salesforce implementation partner (System Integrator) focused on the communications industry. Over time, Enxoo also became a Salesforce ISV Partner (Independent Software Vendor), building its products & solutions on top of Salesforce® technology. Enxoo automates customers' business processes by offering an industry-specific digital transformation platform built thanks to years of experience, industry expertise, and technical skills. Our philosophy is simple - Your success is our success.



**Dream
Employer**

DREAM EMPLOYER AWARD 2021

We are proud to announce that Enxoo received the Dream Employer award - 2021! At Enxoo, employees always comes first. It's a great honor to be among the leading companies that create new trends in the labor market and successfully build a favorable work environment, as well as care for the development and well-being of their employees.



03. Our products

We constantly improve our products to reach the quality we strive for.



Our flagship solution 'Enxoo for Communications' is tailored to meet telco-specific needs of FTTH, Enterprise B2B, and International Wholesale operations. The solution, combined with Enxoo's in-depth telecom expertise, allows operators to automate sales processes, improve operational efficiency, and create a seamless customer experience.

Our products:



Accelerate document generation



www.enxoo.com



Automate work, save time, bill smarter.



Many HR challenges, one easy solution. Skilo helps to manage performance, analyse results and support employees at every stage of their careers. All via one tool!

- Recruitment & Onboarding
- Training management
- SMART goals and tasks
- Competency development
- Performance reviews, feedback and surveys



www.skilohr.com



04. Our values in action

At Enxoo values are more than just words, they are a way of life.
May the values be with you!

#We work and play together

We work hard but do not forget to laugh, joke and build informal personal relationships.

#We deliver value, not just technology

We try to understand first what is the real and tangible values our work brings to a customer, to the team and our company. It helps us to focus on what is the essence of our business.

#We are getting better everyday

Everyday we try to improve one small element of what and how we are doing as individuals and as a team.

#We keep promises

Everyday we make formal and informal agreements with customers, partners and teammates. Thanks to that we stay reliable and trustworthy as individuals and as a team.

#We like to make things simple

As most business processes and systems are complex, we do take enough effort to decompose them, understand and simplify.

#We do not compromise on quality

Quality of whatever we do is the first priority which we never compromise on. It allows us to differentiate on the market.



05. Our offices

All our offices offer an open, friendly and comfortable place to work. It's really important for us that our employees feel well during work.

- 📍 Warsaw
- 📍 Poznań
- 📍 Łódź
- 📍 Wrocław
- 📍 Prague



06. Letter from Krzysztof



KRZYSZTOF ZYCH

Enxoo CEO

— X

Warsaw, 08.11.2021

Hi from Enxoo,

Enxoo is just 9 years old. Everything started at the end of 2011, although it took a while to hire the first employee and sign the first contracts. On this occasion, I want to share with you my personal impressions on Enxoo Days, which somehow passed so quickly.

I am sincerely proud of what Enxoo looks like today, what we have managed to achieve together during this year, last year and the last 9 years. I see Enxoo today as a group of over 200 friends who like to spend time with each other, work, play and enjoy achieving together the next ambitious goals that we impose on ourselves, in order to become a better version of ourselves.

Today I can say that my dream has come true to create an organization that is constantly developing, in which decisions and directions of development are not imposed by anyone, but everyone can submit an idea and thus set new goals that we will strive together to achieve. We have already achieved many of them together, although the road is not always full of roses ;-). Thank you very much for that and I encourage you to co-create such Enxoo, which is a space for development, where we always find time to have fun!

You will find a little more about what I mean in this Enxoo Culture Book!

Krzysztof Zych, Enxoo CEO





At Enxoo, we see personal development and growth as an important part of your career. We help you in setting the goals and objectives, you choose the direction.

Get to know our other travelers and their stories, listen to our guides and take a look at the map of initiatives. Take your backpack with you and hit the road, collecting your experience, certificates and skills along the way. You can start your journey at any point and it depends on you where you want to go. Everyone has an impact on shaping their own career path.

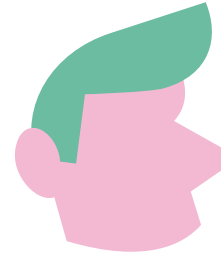
See you on the trail!



What personal growth mean for us?



I have a mentor who helps me grow.



I take each opportunity to learn but also to teach.

I contribute to knowledge sharing activities like knowledge communities, agile academy or mentoring program.



As a leader, I encourage others to spend time learning, and I make sure that people do not feel overwhelmed with tasks.



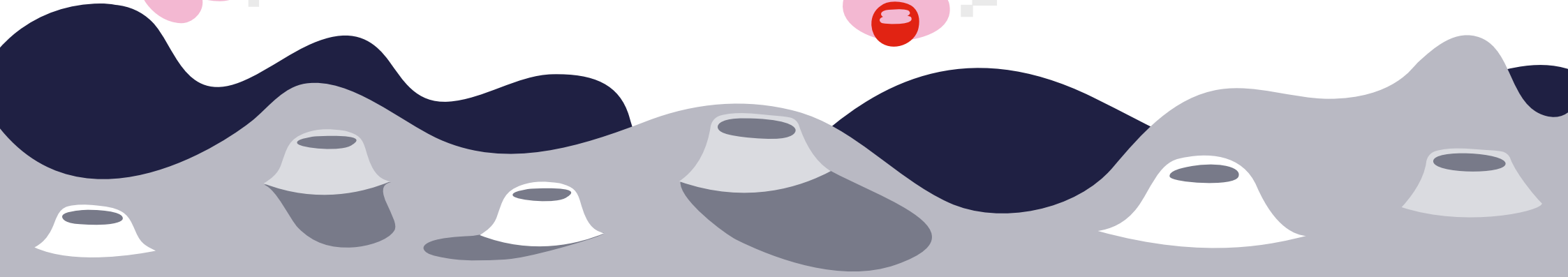
14



I ask for feedback on what my top skills and strengths to turn them into superpowers.



I spend spare time without project assignments on learning and certificates.



Growth stories

"It all went really well, after less than a month I supported a major go-live for which I prepared a test plan and designed all test cases."



GRZEGORZ POPARDOWSKI
Salesforce Consultant /
Product Owner/Solution Engineer

Everything started almost 5 years ago, when I joined Enxoo as the first Tester in the history of the company! It was the beginning of a great adventure that continues till today.

When I first entered the company's office I was welcomed by my new manager who showed me around and explained everything that I needed to know.

As I already mentioned I started as a QA Engineer, luckily in one of the greatest teams I have ever worked with!

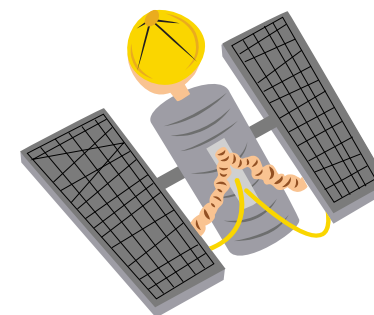
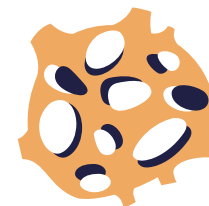
They helped me with all my questions , and I had a lot of them, both Salesforce and Telco were new to me. It all went really well, after less than a month I supported a major go-live for which I prepared a test plan and designed all test cases.

I was given every possibility to quickly learn how Salesforce and the Telco industry works.

Thanks to that my career kicked-off and within less than a year I started working as a System and Business Analyst for both system and business. **I then quickly became a Product Owner.**

Now, when I could talk to the same person

that was looking for a job that 5 years ago, **I would advise him not to change a thing!**



"It was a project that gave me a lot of pleasure and satisfaction. It's fun to test yourself in something you haven't done for a long time and be successful!"



MAGDALENA DOBROWOLSKA

Salesforce Consultant/Clan Coach

After 20 years of professional career, **I asked myself, what to do next?** Having worked in many managerial positions at corporations in the telecommunications, media and insurance industries, I have noticed that that hierarchy and limitation of certain processes are really tiresome. **Therefore, I wanted to find a new place where I would have more freedom in the workplace and greater opportunities to shape my role.**

After this, I worked as an Analyst, a role I last had 15 years ago. However, this kind of backward move gave me the opportunity to leverage my knowledge of ERP and finance, and gain deeper knowledge of Salesforce technology.

My first task at Enxoo was project management for a real estate company. It was an interesting project, carried out under a lot of pressure. However, thanks to a great team and agile methodologies, we were able to successfully deliver it to the client.

This project gave me a lot of joy and satisfaction. It's fun to test yourself in something you haven't done for a long time and be successful!

Then it was time to support Enxoo in one of my areas of great expertise. I took over a team of over twenty people, where I implemented Scrum @ Scale. As an Agile Coach and Leader, I support all team members in their

professional development and can advise them in the career development process which is aligned with their key skills, competencies and interests. During all my time at Enxoo, I have never been bored and always found a new project or role where I could use my professional experience and, at the same time, find opportunities to acquire and develop new skills.

Enxoo is a company that gives people with many years of experience the opportunity to work in an interesting and satisfying job. I do recommend it!





"What I believed and still do is that Enxoo offers the flexibility I need to develop, which is a crucial part in my personal growth process. Everyone here is willing to work to tailor a position that plays to your strengths and allows you to do the type of work you enjoy the most."



DOMINIKA ZAWIŚLAK
Salesforce Developer/Product
Architect

I started my journey in Enxoo as an Intern in the middle of my engineering studies, a time where I was not really sure what to do with my career.

Now, after three years, I'm finishing my master's degree and I became an Architect of one of our products with a clear plan for my future career path.

I went to Enxoo with the mindset of becoming a QA Engineer but soon realized this is not exactly what I'm meant to do. **Convinced that this may be associated with a need for change, I approached our HR department. After the conversation with HR, I changed roles, which helped me to put my career path back on track.**

As part of my new role, I was able to learn a lot of new things, not only how to write clean code, but how to be a good Developer and Architect. One of the influencing factors was that a lot of emphasis was put on soft skills, development and teamwork. And on each step of this learning curve, there was always someone willing to guide me and help me acquire those new skills. **What I believed and still do is that Enxoo offers the flexibility I need to develop, which is a crucial part in my personal growth process.** Everyone here is willing to work to tailor a position that plays to your strengths and allows you to do the type of work you enjoy the most.

On top of that, the way we appreciate each other's work is very motivating for further development. **I really love our idea of**

appointing Company Ambassadors on an annual basis, and I feel honored to have been selected as one of them.

A big part of our Enxoo culture, that also greatly attributes to personal growth, is growing together. This is where our knowledge communities kick in. In addition to working on projects, we gather together twice a month and exchange knowledge and ideas. I'm really proud of how well our Developer & Architect Community works and that I'm trusted by others to co-lead it, allowing me to take on an additional, completely new role and become an organizer.

Now, even though I'm working in a position I really enjoy, I have the feeling that the pace of my development has not stopped. **Every day I get the opportunity to take on new challenges and improve my skills in many areas.**

"During this time, I have learned a lot and, obtained several certificates. If I were to say what I value most at work, I would say people. They gave me a helping hand when I was struggling."



MICHAŁ BURY
Senior Salesforce Developer

I started working at Enxoo over 5 years ago. Back then, I was a 3rd year student looking for a new idea in life. **At the beginning it was difficult to balance work and full-time studies. However Enxoo was very supportive, helping me to easily manage me tight schedule.**

Time passed and I became a senior student and more and more experienced programmer. **The knowledge gained at Enxoo allowed me to succeed at university, including finding a great topic for my final thesis. I finished my engineering studies, then my master's degree, and all of this by working at the same time.**

After graduation, I was able to fully focus on my professional work as a Senior Developer. During this time I have learned a lot and obtained several certificates.

If I were to say what I value most at work, I would say people. They gave me a helping hand when I was struggling. Interestingly, it is such random encounters that affect our lives and who we are now.

The point is that, when you support certain values, even seemingly universal values, sometimes you don't find the understanding that helps us grow. I was lucky because I found them and now I can help others to develop.

At Enxoo, I made many new friends with whom I can not only go for lunch, but also meet, talk and spend time together after work.

Career Path

At Enxoo one of our core values is to get better every day, which means that we all put in a lot of effort to develop our skills, and improve quality of our work. We believe that everyone within Enxoo should have a development path to realize career goals and interests. You can find different guidelines on how to become better at what you do, what is important in the development process and what the steps of different stages are, as well as what the growth opportunities are. We support you on this journey at every stage, by organizing regular meetings and giving feedback. We give you a guide, but it is up to you, in which direction you want to develop together with us.



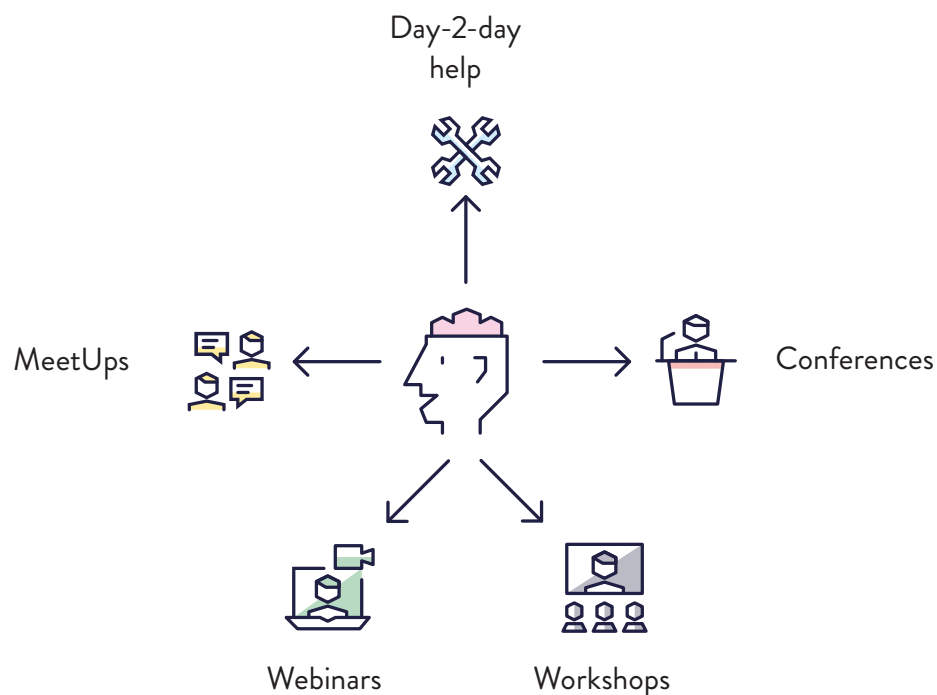
[Join our team](#)



Knowledge Sharing

At Enxoo, we organize many workshops, webinars conferences & MeetUp's that you can participate in.

Buddies and Mentors also provide support and share knowledge.



[Check our webinars](#)

Certificates

On your development path, you gain knowledge and skills, attend on-line courses related to Salesforce and other technical platforms. This is acknowledged by the respective companies.



Communities

Communities are an important part of our structure. These are informal groups, where people with similar roles share knowledge, experience and inspire learning of new functionalities, methods and tools. Each Community has its own Leader or Leaders who are organizing meetings and participating in the community's work.

KNOWLEDGE COMMUNITY:

-  DEVELOPERS
-  CONSULTANTS & PO
-  QUALITY ASSURANCE
-  CEX
-  SCRUM MASTER
-  HR
-  DEV-OPS
-  CLAN COACH



Who will support your growth?

Throughout your development journey, you get support from various people and teams. You will benefit from their experience and skills.



CLAN COACH

Servant leader supporting people in professional development, building required capabilities, and delivering value.



MENTOR

Accompanies you in your professional development and will advise, direct and help you in defining your development path.



PEOPLE TEAM

Supporting Enxoo's everyday life!
A team that accompanies you on your journey from the very beginning - you get to know us during recruitment, we care for your development and provide comfort in your daily work. We are always there for you when you need us.



CO-WORKERS

At Enxoo we love to share knowledge and support each other :)



Feedback culture

Feedback culture is a culture where every employee feels that they can share feedback with another person in the organization - regardless of role and seniority. It is important for us to share opinions and be inspired for future development. At Enxoo, you can have a voice during face-to-face conversations, regular company surveys, and scrum ceremonies.



What is a buddy?

Throughout your development journey, you are supported by different people, you benefit from their experience, knowledge and skills. In Enxoo it is really important to cultivate a culture of feedback! That is why we have regular face-to-face meetings.



BUDDY

First of all, your Buddy supports you during the onboarding process. No matter the position at start your Buddy is always there to help. What can you expect from them? Buddies help you in taking first steps in the Team, better understanding our methods and tools, getting to know Enxoo key people and their roles. Also starting an adventure

in Salesforce may require some assistance. Buddies will talk you through some key Salesforce materials and the business aspects of Salesforce technology (what it's for, how Salesforce helps to manage businesses). will be easier with Buddy.

DAWID ŁONIEWSKI (Quality Assurance Specialist)

Joining Enxoo was definitely one of a kind experience, as it was hard to start a new job during a pandemic and fully remotely. So I'm glad to say I could always rely on my buddy, Magda, to help me with my Salesforce trainings, chat, give a supporting words or explaining company culture. I felt like she really cared about my well-being and that the first weeks at Enxoo going smoothly. Be it issues with technical onboarding, or just answering questions about day-by-day work, Magda was always eager to help and answer any of my question. As she's also a very nice and fun person, she definitely made the whole onboarding process easier for me!



KAROLINA USAREK (Buddy)

The buddy program gives me a feeling that in the age of full-time home office I can make someone's work-life simpler. Sometimes things look complicated, especially at the beginning of the new journey.



PRZEMYSŁAW SURMA (Scrum Master)

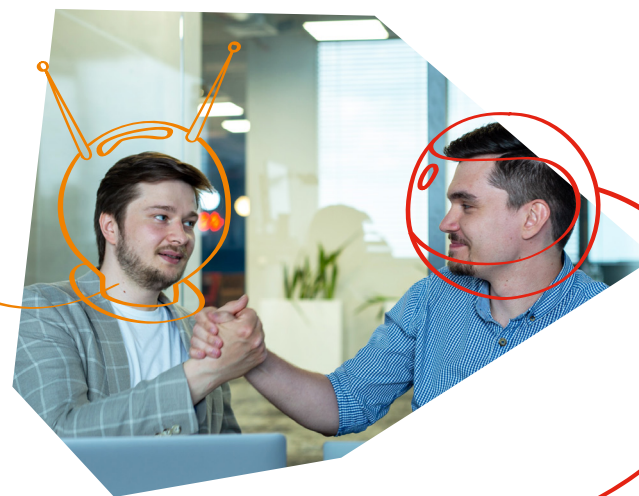
To be honest, the best onboarding in my career so far. The plan for the first weeks was clear, Martyna was super helpful in helping me in getting to know organization and in discussions related to my position. Just after two weeks, I was ready to work with my team!

**MARTYNA STAŃCZUK** (Buddy)

Taking care of others and making them feel welcome is something I like the most about being a buddy. It is a great opportunity to work on your patience, empathy, and communication skills. This also gives me a chance to experience fresh and diverse views on our work that new members of Enxoo bring to the table.

GRZEGORZ WAŁĘKA (Quality Assurance Engineer)

Onboarding is a well-planned implementation process into Salesforce and Enxoo culture. In case of any doubts, I could always count on the support of my buddy Mikołaj, who is patient, can explain everything and has a wide range of technical knowledge on what the company does and how it works. Throughout my onboarding, I felt I could ask any question and would get a quick answer. It definitely made the whole onboarding process easier for me!

**MIKOŁAJ HANDKE** (Buddy)

Being a buddy is a good opportunity to improve your soft skills and get a new perspective on certain topics. It is also a good opportunity to meet new people at work :)



LET'S HAVE FUN




Usually, work takes up most of our time, most of which we share with our colleagues, not with our families. Therefore, our idea was to create a place where work will be an enjoyable time, and building relationships will make us want to spend time together also after work.

At Enxoo, we focus on the highest-quality employee experience and therefore organize numerous company events and meetings.

We meet together, share our knowledge and passions.



Enxoo Culture Book | **FUN**

Our happiness-boosting traditions



1 ENXOO DAYS

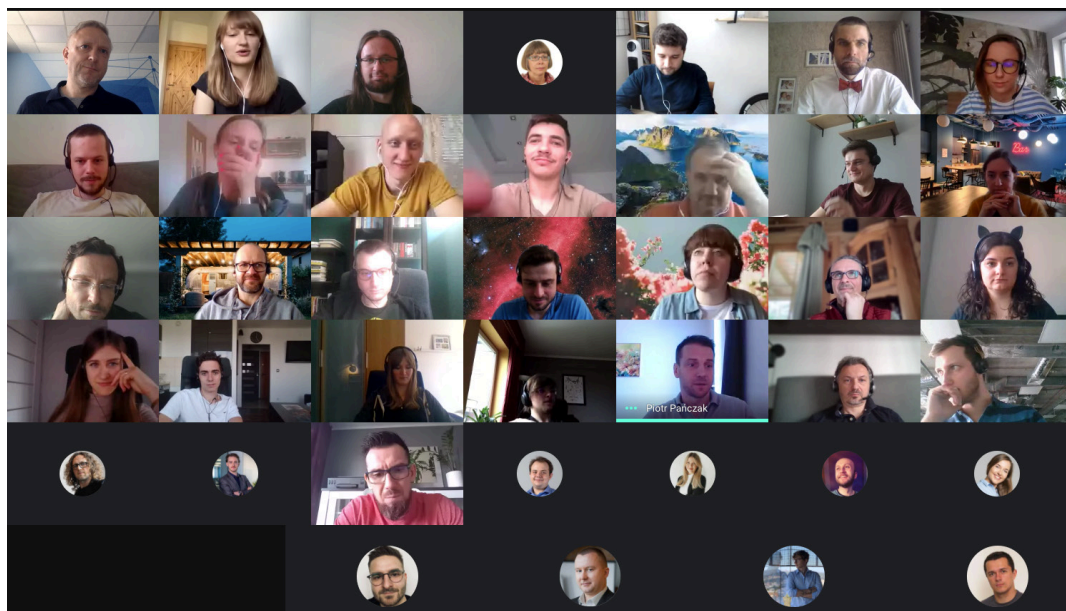
We have a long-standing company tradition. Twice a year we meet and spend two days in one place all together. The whole company gets together to share what we're working on, talk about future plans and simply celebrate success and integrate. Our Winter Enxoo Days is also a time when we select our company value Ambassadors. Each Enxoo Days is different in terms of agenda and place, but there are some things that remain the same: Training, Integration, Meetings in project teams, V2MOM presentation, and various other more or less crazy attractions. Dinner and Party, sometimes until dawn :)



2 ENXOO SKI

Another Enxoo tradition is the annual skiing trip with the entire company. This allows us to share our passion, release some adrenaline, break away from everyday life and spend this time together in an unusual way!





3 ALL TOGETHER MEETINGS

The tradition that has undergone the most transformation are the All Together Meetings. We meet every 6 weeks to share information from project work, welcome and introduce new employees, and simply meet all our colleagues. Sometimes we diversify the meetings with a fun and integration part, adding an element of fun. This is the time when, no matter where we are, we can meet and talk together.



4 FOODIE FRIDAYS / COMPANY LUNCH:

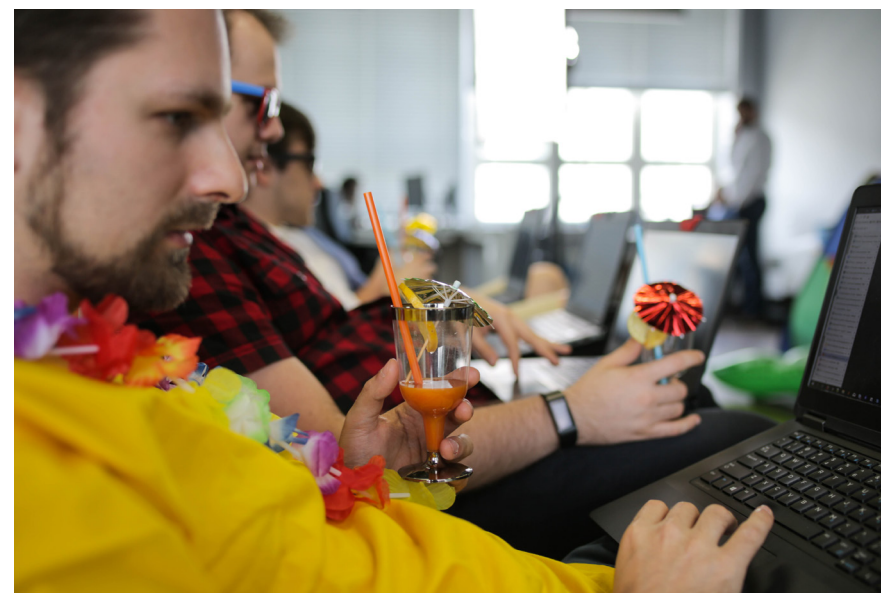
One of the best opportunities to cultivate social relations are shared meals, which are deeply rooted in the cultures of Italy or France, and at our place, Enxoo. We organize corporate lunches, sometimes preparing shared meals and devoting this time to integrating, talking and strengthening our corporate culture.





5 INTEGRATIONS MEETINGS / THE OFFICE CLUBS: BOARD GAMES, WHISKEY CLUB, TRAINING CENTER, MUSIC BAND.

This is the most diverse form of company integration activities. It's a time for meetings in smaller groups, project teams, clans. Our Clan Coaches care about continuous integration and building relationships among clans by organizing various forms of activity in teams. We encourage you to start your own club. This can be anything, almost, really :)



Enxoo after hours



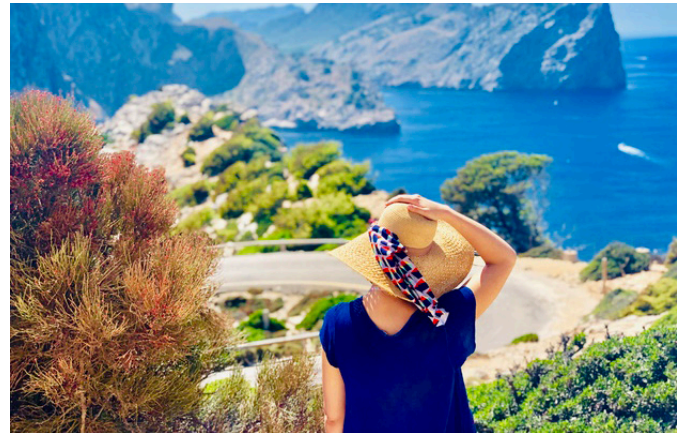
WE GO TRAINING, PLAY BOARD GAMES, ORGANIZE COMPETITIONS, GRILL ALL IN A GREAT ATMOSPHERE!

At Enxoo we usually spend more time together than we do with our own families, so we want to spend this time in a joyful way! Why shouldn't we have fun with what we do on a daily basis at work? :) For us, the best indicator of building relationships and a good atmosphere in the company is when our employees are happy to spend time together, also after working hours! At Enxoo, we share not only our knowledge and experience, but also our passions and hobbies, building a community of people with similar interests and values.

Therefore, apart from recurring events, we organize ourselves in smaller or larger groups and meet to play board games, cook something tasty together, release some adrenaline while training together or just sit down over a good coffee or cold beverage and talk.



Enxoo around the world



There's excitement in the air, which can only mean one thing: the summer holiday season is just around the corner. Our employees use company gadgets not only at work but also during holidays. Enxoo has been in many different places. We create here lasting relationships and strong ties that we cultivate not only at work but also after hours sharing various passions, including traveling, discovering different corners of the world together.



Celebrate and have a good time!

NEWBIES:

Every new member of the Enxoo team gets a welcome pack to feel the spirit.

CONTESTS:

Team spirit is the essence of the Enxoo Way of Working. That is why we encourage you to be a part of team building contests.

5-YEAR-OLDS:

This is our tradition to celebrate five years of being part of our community.

OCCASIONAL GIFTS:

Little gestures makes the difference. Expect to get a box of goodies that will bring a holiday mood into your home!

BIRTHDAY:

A little gift to celebrate your special day!



Giving Back!

At Enxoo, we're always happy to engage in projects that have a positive impact on the world around us. We take pride in raising the bar for corporate social responsibility to a higher level, going beyond the occasional donation. We actively support the Pledge 1% Salesforce initiative allocating our resources to philanthropic activities and causes we consider admirable.

We know that helping others is contagious – and actually, we do not need any special occasion to help others.



[Check our story](#)



We are supporting the Empowering Children Foundation



Digital Youth Forum, organized by Empowering Children Foundation, provides young people a platform to acquire new digital competences and have fun while doing this. We've been cooperating with the Foundation since our company's foundation. And, with our VR game, especially developed for this occasion, we made a little contribution this time too! We were hoping to demonstrate that Robin Hood and the latest technologies, can go hand-in-hand and in fact... we're pretty glad about the results!



[See the story](#)



Charity actions for children's day



Every year, we support one selected orphanage for Children's Day. We not only donate money, our employees are also willing to give their time and creativity to make this day a special one!



Run for charity!



The Enxoo team won't miss any opportunity to run for a good cause! Until today we covered 350km in Comapny runs.
But... when we combine running with cycling, we gathered even more kilometers 2880km!!!



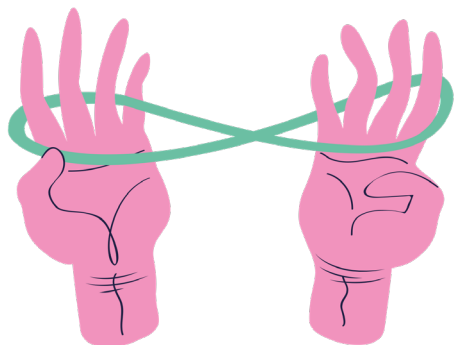
Volunteering actions



Sporty Day - Children Day in Children's Home at Korczaka, Warsaw 2019



Green Action - Elektrośmieci, 2019



Christmas Auction for Rodzinny
Dom Dziecka in Łódź, 2018



Christmas Auction for Rodzinny
Dom Dziecka in Łódź, 2018

Helping is part of Enxoo culture. These photos show a great variety of actions. Charity auctions, Green Action, Salesforce programming workshops, Szlachetna Paczka and many, many others. Together we can do more!





Senior w Koronie, support elder people, 2020



Halloween time in Children's Home at Korczaka in Warsaw, 2019



Canoe Beds for coffee Centrum Zdrowia Dziecka, 2019



Halloween time in Children's Home at Korczaka in Warsaw, 2019



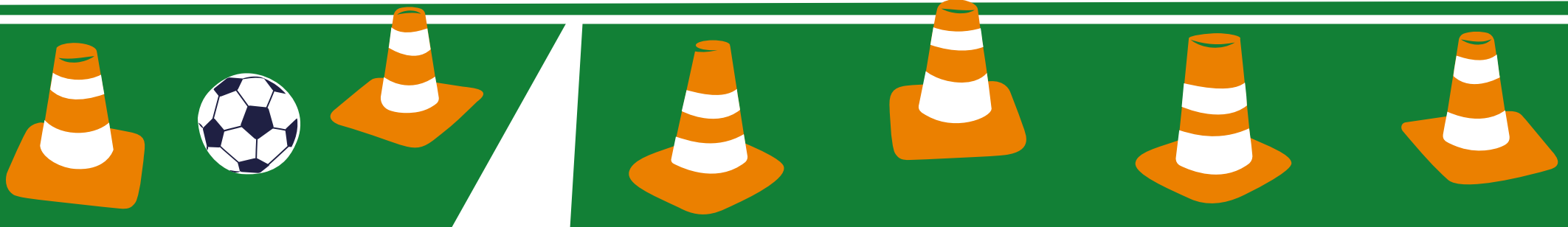
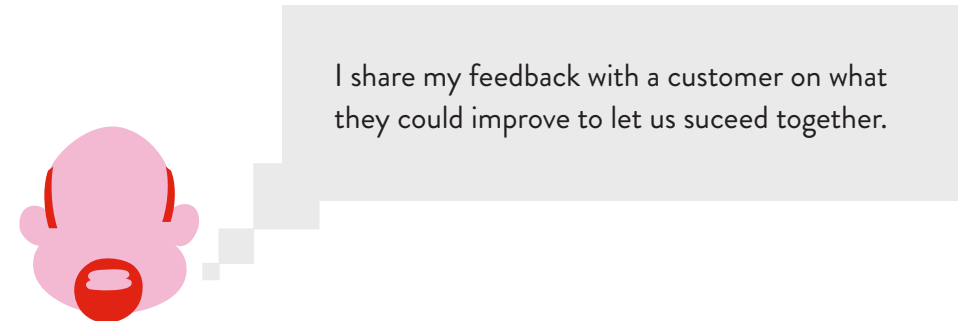
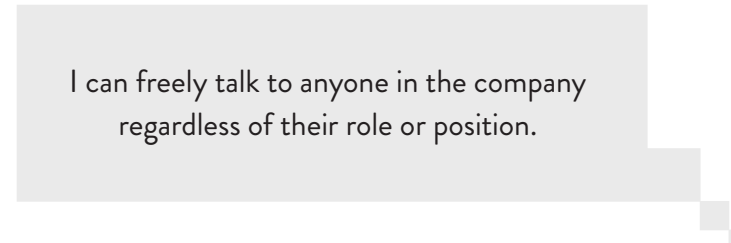
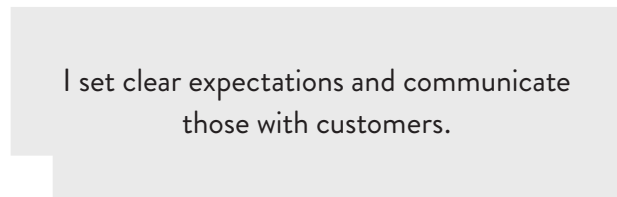


We are working hand in hand with our Customers, partners and each other. We truly believe that it is an excellent way of combining different skills and sharing experience to create a powerful business entity.

Let's see how we work with our Customers and what is important for our teams in delivering projects.



What does partnership mean to us?



What we do in our work

At Enxoo we deliver solutions based on Salesforce platform, as we are part of the Salesforce ISV & Consulting Partner Program. Salesforce is an integrated CRM platform that gives all departments — including marketing, sales, and customer service — a single, shared view of every customer. Salesforce is a cloud based technology, so you can use it from anywhere with access to the internet.

Most of our projects are focused on the telecommunications industry. Apart from implementing standard Salesforce products, we offer our own industry-specific, customized solutions on top of Salesforce platform. Our solutions help to solve the business challenges that are typical for the telcom industry sales processes, improving operational efficiency, and creating a seamless customer experience. We constantly monitor market trends and gather customer feedback which allows us to quickly adjust our products and solutions with new features and functionality. All our products are updated and newly released three times a year.



[Learn more about Salesforce](#)



Meet us

Every year we attend many different leading conferences and events, mostly related to the telecom industry. This allows us establish new business opportunities and maintain existing relationships. We strive to be visible across the whole world. We use our deep industry knowledge to develop unique products and solutions, that provide our customers with the foundation to build a continual and a goal-oriented digital transformation.



[See the story](#)



Artur Ostrowski, Enxoo CCO at Salesforce Basecamp 2019



Artur Ostrowski (Enxoo CCO) and Krzysztof Zych (Enxoo CEO) at Salesforce Basecamp 2019



Cooperation with NGOs

Helping other people is a very important part of Enxoo's DNA.

Since the very beginning our company cooperates with non-governmental organizations (NGOs), mainly with charity organizations. Together with Salesforce, we provide easy access to the modern CRM solution to favourable conditions (Enxoo rates with no profit and discounted prices for Salesforce licenses).

Our engagement covers both setting up a brand **new Salesforce org from scratch and delivering further improvements of the already implemented functionalities** (sometimes we call such initiatives "change requests").

We also support our customers during daily work and help with solving different issues (like fixing bugs, configuring additional fields, or creating reports).

Cooperation with NGOs doesn't differ from the cooperation with our other customers from other sectors (like telco or HR). We are following the same project delivery methodology, the same assumptions, rules, and standards.

Involvement in such charitable initiatives gives our employees a chance to become more familiar with Salesforce and a chance to demonstrate their experience. It can be a good starting point for people who have just embarked on their adventure with Salesforce as they can get involved with less complex tasks and challenges.

On the other hand, it can also be a great place for more experienced colleagues as they can share their knowledge and experience while working for example on integration with banking systems or payment providers.

WE ARE WORKING TOGETHER WITH:

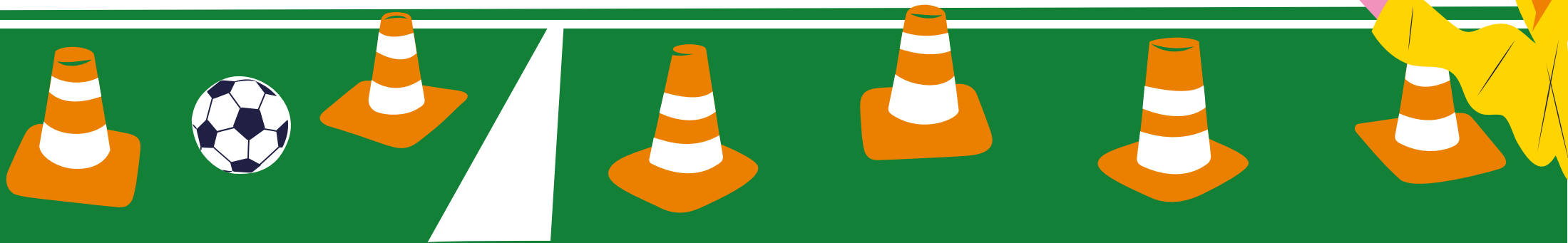
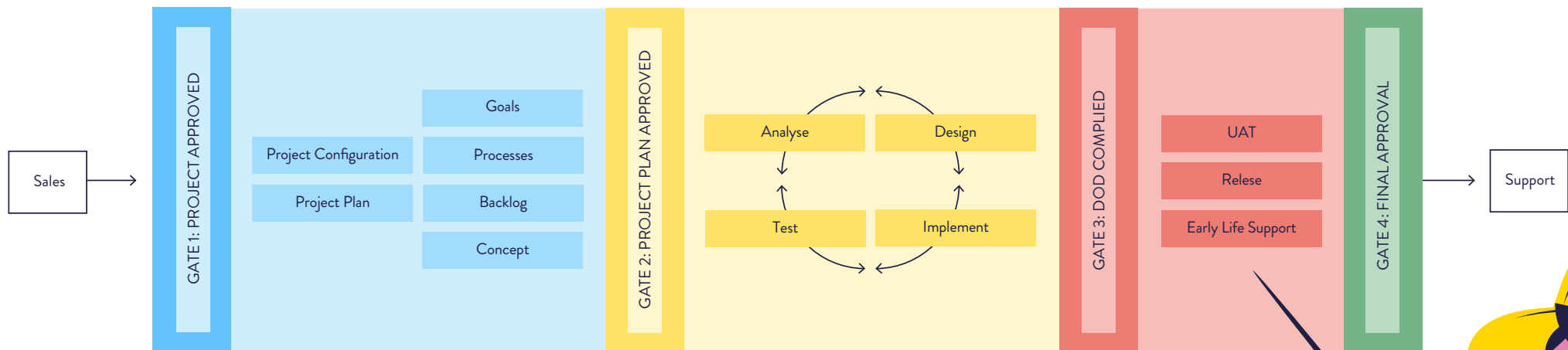


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Project Delivery Method

For us, every project is unique. However, some good practices can be shared and applied by most of our teams. Pro tips from past projects can improve your project performance.



We work with customers as a one team

We work with our customers on the basis of partnership. Together, we strive to achieve the agreed business objectives, delivering the highest quality solutions tailored to the customer's needs. Therefore, from the very beginning, we fully involve our customers in the entire implementation process, giving them access to Jira, conducting joined. Retrospective meetings and providing regular feedback.

Thanks to a common goal, we build mutual trust and a relationship based on honesty - this transparency allows us to efficiently and effectively build a vision of the entire process.

In addition, we avoid single points of contact, giving customers the opportunity to stay in touch with each member of the project team. And, at the same time, we can contact any person on the customer side, which ensures an efficient flow of information and creates transparency.



Customer Success Stories



How our teams work

The partnership aspect is visible not only in the cooperation with our customers, but also exist in project teams. We share the same values, choose a common goal, and deliver high-quality solutions to our customers. Also, we deliver value not just technology. And we achieve this by involving all team members. We are authentic during our work, we provide ongoing feedback to our customers by communicating challenges and potential risks. We base relations on honesty, which results in smooth processes and projects. No bullshiting :D

WE ARE IN IT TOGETHER

At the very beginning of the project, each team member has responsibilities. We share our experience and support you at every stage of the project.

SUPPORT

The project is not over after the go-live date, we proactively monitor the adoption of our solutions to ensure that they are used according to the design and end-users understand the new way of working. Dedicated devops teams provide in-life support, resolve defects, and provide continuous improvements.

WORKING FROM HOME

The present times have taught us to work fully remotely. We have adapted all our processes to this form and decided that everyone can decide whether they prefer to work from the office, hybrid or remotely. Therefore, we have specially prepared integration budgets and we make sure that we meet locally on a regular basis, building our relationships. In addition, for each new person, we have a one-time financial bonus supporting remote work, which allows you to better adapt the place to work. We also try to measure the satisfaction of our employees on an ongoing basis, collect ideas and proposals to constantly change and evolve in line with Agile - each of us creates Enxoo!



ENXOO WAY OF WORKING



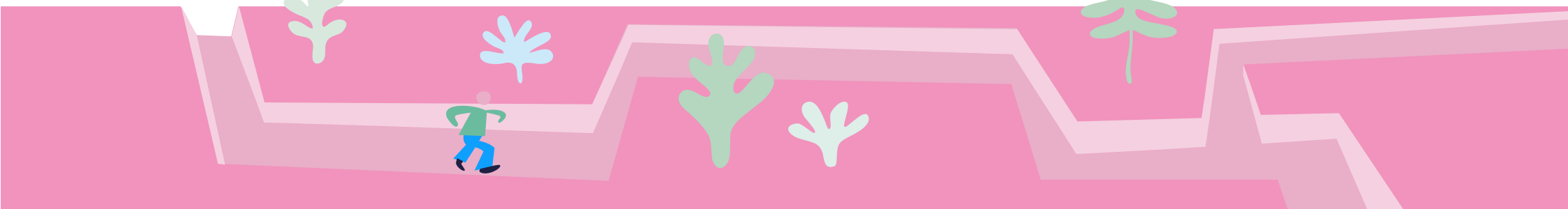
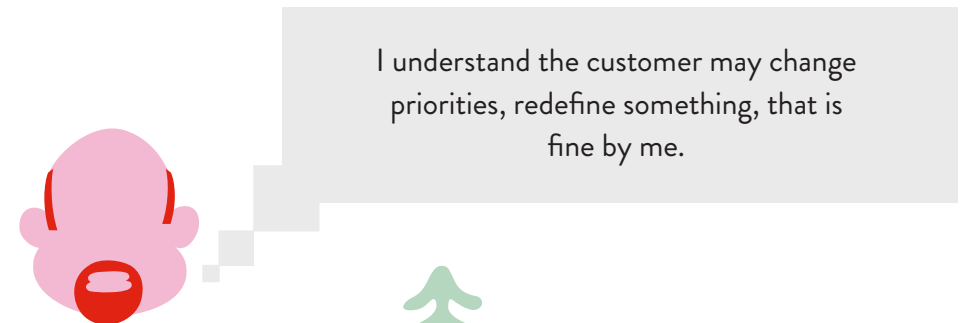
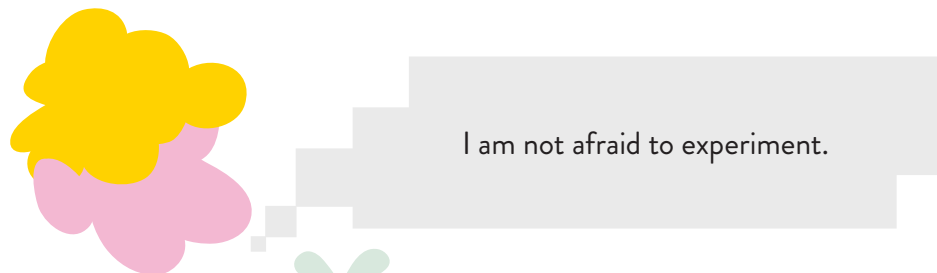
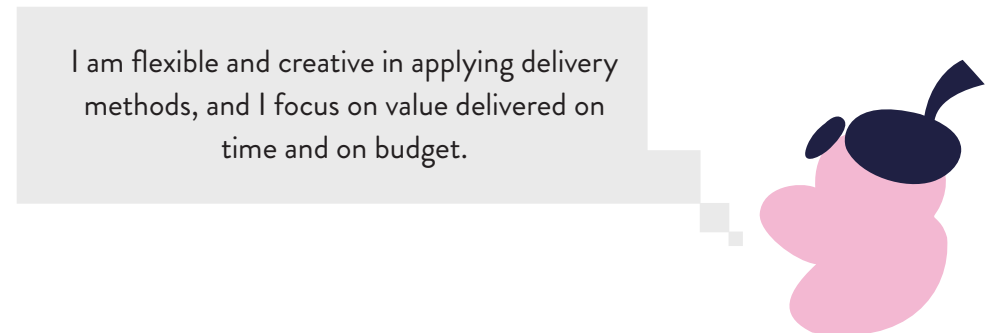
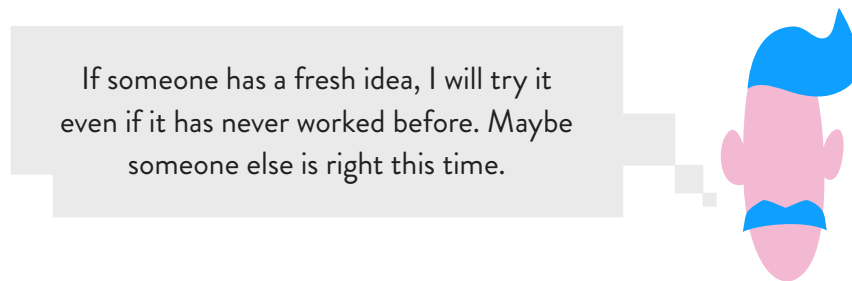
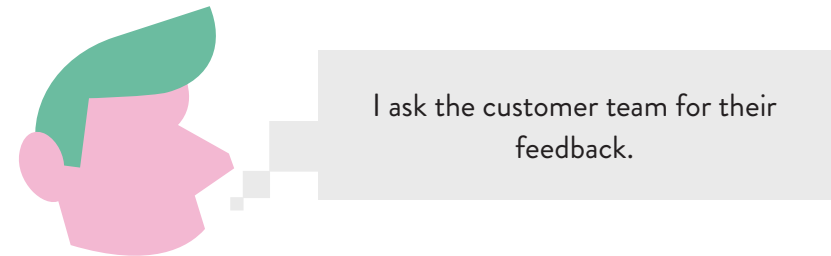
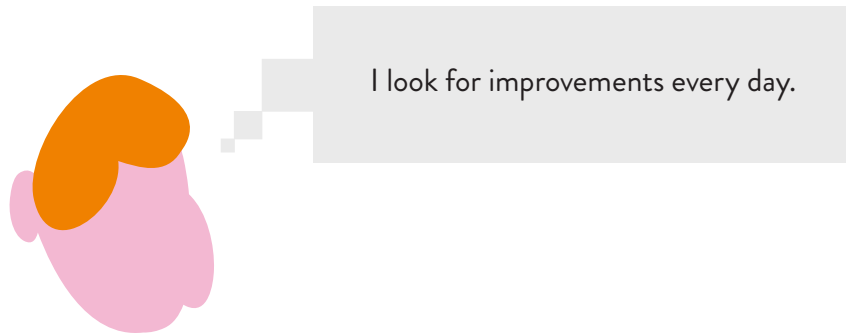
How will it work together?

At Enxoo, we believe that only the early and frequent delivery of a working software to the Customer reveals the true power of the Agile approach. This is why we work together with our customers to define a Minimal Viable Product (MVP) and deploy it as early as possible into production.

This first step greatly improves the common understanding of where we are, and where we are heading to. Subsequent releases are usually smaller in scope and, thus, delivered faster than the MVP. Frequent delivery is crucial for project success, as it engages the users already at an early stage, and who can then quickly report if the business requirements are being met, or to suggest modifications based on field level interactions.



What does agility mean to us?

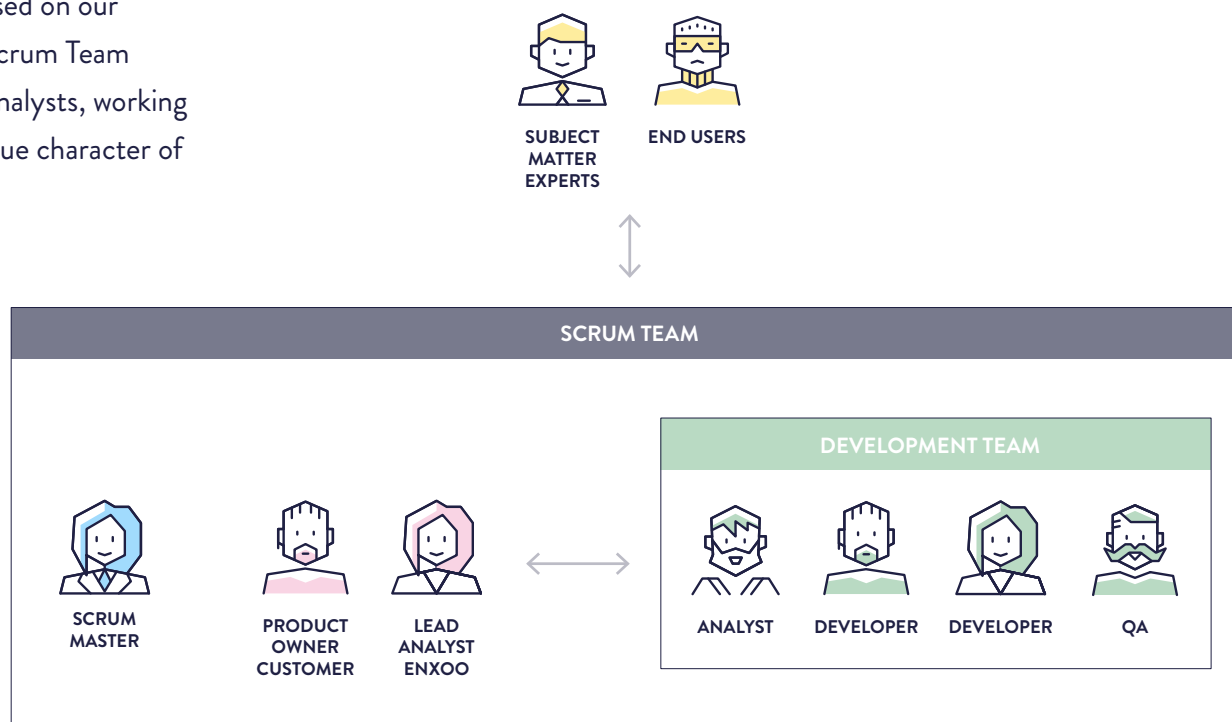


Our project teams

Regardless of roles and responsibilities, we have successfully managed to keep a flat organizational structure and short reporting lines. Based on our experience with agile projects, we have extended the standard Scrum Team model with a tandem of Customer Product Owners and Lead Analysts, working hand in hand. This approach has proven to best address the unique character of a remote project delivery for ISV products.

COMPANY STRUCTURE:

- Development Team: (Full-stack/Dev-Ops, Consultants, QA)
- Sales Team (Pre- sales/ Business Development Representative)
- Marketing Team
- Product Team (SkiloHR/Enxoo for Communications)
- Non-delivery Team: (HR/Administration/Legal)



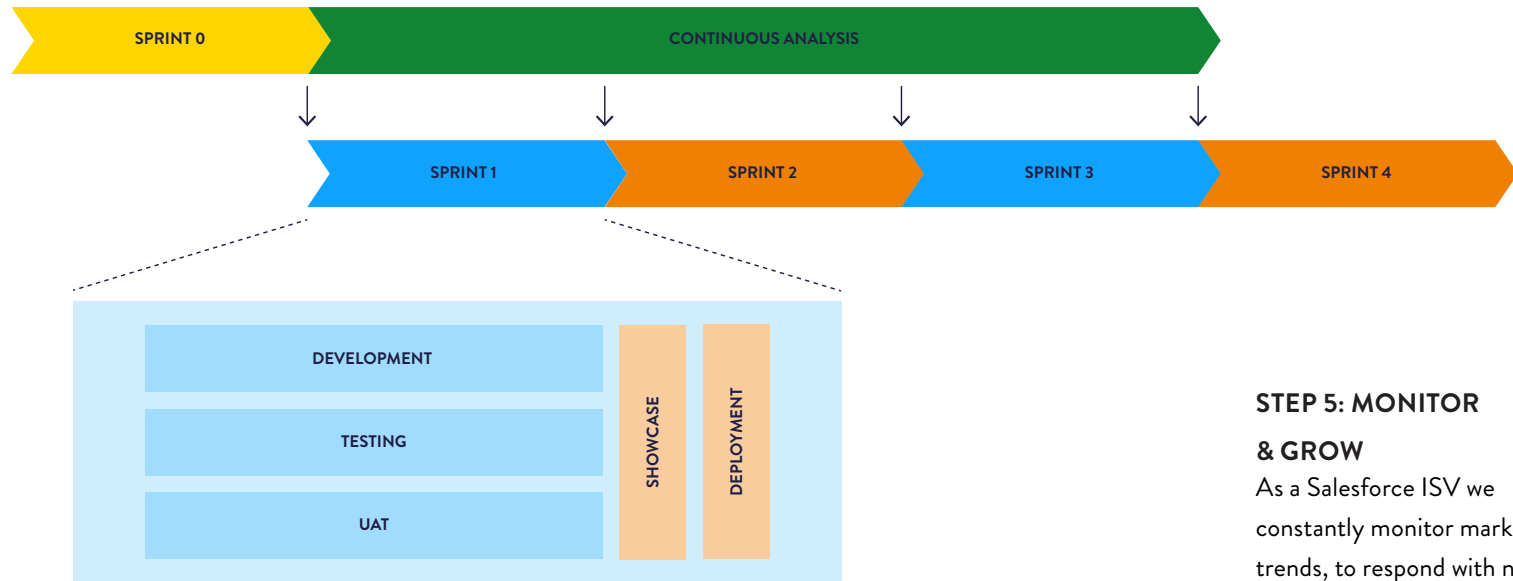
Enxoo Way of Working

STEP 2: DEVELOPMENT SPRINT

From backlog to tested functionality, ready for release. Each Development Sprint ends with a Sprint Review showcasing all the delivered user stories. After the Development Sprint is completed, a Retrospective Meeting is organized with a goal to improve the way of working.

STEP 1: DISCOVERY STAGE

From business objectives to prioritized backlog. Discover phase (we often call it Sprint 0) is focused on building a proper level of understanding on both sides: Enxoo and the Customer - what is to be achieved during the project.



STEP 3: DEPLOY RELEASE

From backlog to tested functionality, ready for release. Each Development Sprint ends with a Sprint Demo showcasing all the delivered user stories. After the Sprint is completed, a Retrospective Meeting is organized with a goal to improve the way of working.

STEP 4: SUPPORT & ENSURE ADOPTION

Monitor and constantly adjust the functionality and business processes. Enxoo team supports the Customer users in their adoption and deliver fixes and new functionalities.

STEP 5: MONITOR

& GROW

As a Salesforce ISV we constantly monitor market trends, to respond with new features in our product solution map, which consists of both Enxoo products and standard Salesforce products tailored to the communications industry.

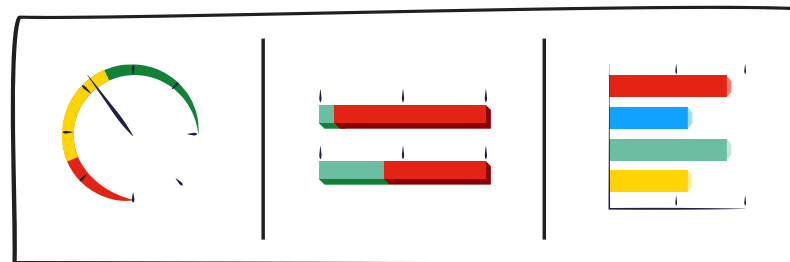
TAKE THE LEAD



I'm responsible for my own and my team's work and outcomes. Nothing goes unnoticed and everything that can help the team achieve results, needs my attention. I observe and communicate to ensure the right flow of information. I do my best to support the customer, master the sprints and project objectives.

I'm keen to understand what the business objectives are and what success means for the customer. I make sure that my tasks and my work contribute to achieving the business objectives, sprints and the project.

It's like building my own house. I'm involved and make sure to create it in a way I'd like to use and live in.



What does ownership mean to us?



I'm focused and committed to understand the customer's needs and propose and optimize our solution.



I offer help when other team members are in need.

I'm open to consider all ideas, how the customer's need might be addressed.



When I work, the team can be sure that I will complete my task, and in case of any problems, I will organise the necessary help.



60



I get things done instead of waiting for someone to tell me what to do.



If I don't understand something, I ask. I don't pretend everything is clear.



Testimonials from our happy customers

A Full Lead-to-Cash Solution for Telcos and a Knowledgeable Team to integrate it

"Expereo is happy to have a strong partner like Enxoo to support its Digital Transformation. Enxoo is a combination of a mature solution embedding strong industry standards specific to telecom, combined with a knowledgeable team able to integrate and tailor it to our specific needs."

Jean-Philippe Avelange CEO



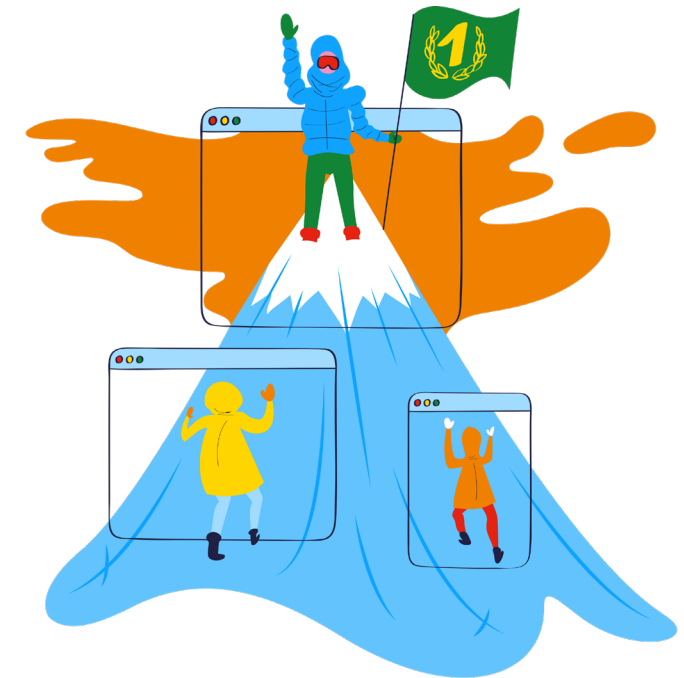
CPQ replacement makes Telia Carrier a more efficient and cost-effective operator

"The Enxoo CPQ solution has increased sales efficiency by 30%, while significantly reducing system maintenance overheads. We are confident that the new solution will maintain our competitive edge in the industry."

Johan Malmberg CIO



Customer Success Stories



Transforming B2B Processes with Cost-Efficient Automation

"Our B2B products and customers are growing rapidly, and we needed to refine our processes to keep up with demand. It was important to us to find a partner that could not only optimise our operations, but also offer a costefficient solution that would be easy to manage and develop in the future. Enxoo listened to our challenges and provided a solution that has truly accelerated our sales processes and can adapt and scale with our business."

Aivars Malinovskis



Hope to see you on board!

Write to us: contact@enxoo.com

