

vaHUरा

BECAUSE OUR LAWS NEED **CHAMPIONS**

A guide to
our **Culture**

Why do we need Culture

Our culture is made up of what we do and how we do it.

As we enter a phase of growth into new territories, new services and increased competition in our traditional areas, our culture will define and differentiate us, and will be our greatest value driver.

Culture is displayed and demonstrated, every day, especially when no one is looking, therefore it is imperative that our culture supports effective teamwork of high-performance committed people.

This guide will familiarize you with Vahura's vision, values & culture. Click on the links to the right, to proceed.



vahura

NEED FOR CULTURE

OUR VISION

OUR VALUES

7 ASPECTS OF OUR CULTURE

OUR VISION

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Our Vision

To be the most transformative venture in the Legal domain

Transformative by helping the most professionals and organizations realize opportunities, and making an impact at the systemic level.

NEXT



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Our Vision

To be the leaders of this transformation in the areas of talent acquisition, development, consulting and board advisory in the Indian legal domain, with a global reach

We strive to be the undisputed No.1 search firm focused on legal & governance in our region, and globally for Indian legal talent.

As Indian capital and ventures become global, we will help them succeed internationally.

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Our Vision

To be the first follower and supporter of transformative people, organizations and movements in our domain

There are organizations like Agami, IDIA, and CAMP others who are transforming specific segments of the legal and governance domains. We will help and partner with them actively to bring positive change.



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Our Values

Culture is living our Values.
Our five values are:



Ownership &
Responsibility



Client
Focus



Trust



Agility



Innovation



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RESPONSIBLE
FREEDOM



TRUST



CLIENT FOCUS



RESULT ORIENTED



CARE



TEAMWORK



COURAGE



RESPONSIBLE FREEDOM



- ▶ We have autonomy and ownership. With freedom comes responsibility
- ▶ We are self-driven people
- ▶ We act in the best interests of Vahura and our Clients
- ▶ We, individually set the example for others to admire and follow
- ▶ Each of us leads from the front, on the sidelines, at the back of the pack – our leadership is not derived from a title



TRUST

- ▶ We are trusted deeply by Clients, Professionals and team Vahura
- ▶ We are discreet and take confidentiality very seriously
- ▶ We create an atmosphere of trust by having direct (difficult) conversations
- ▶ We trust others to get the job done



CLIENT FOCUS



We are trusted advisors



We reflect our Client



We know our Client better than they know themselves



We are proactively responsive



RESULT ORIENTED



We are high performers
We love process and structure, but
are not bureaucratic



**We get things done, and
then some more**
Its not how hard we work, its how
smart we work to get the results



**We are agile : we act quickly
and adapt swiftly**
We thrive in changing times and
are agents of change



We have a bias for action
Speed is our capital



We surpass expectations
We set expectations and
exceed them

We treat others like we want to be treated
Its alright to get angry, but we don't sleep
on our anger professionally



We care about the impact of our work



We care about developing Vahura, our
colleagues and ourselves
Being more involved with different areas of the
business – knowing what's happening



We care about people and the community





BACK

'We' before 'me'

In speaking with clients about our work, we use 'We' and not 'I' or names of individual members



We help each other be great



We call each other out



We have fun together



We celebrate each other's success

We show support and solidarity with promoting new or allied areas within Vahura.



TEAMWORK

We dare to be different



We have the courage to try new things; to do things our way. If things don't work, we find another way



We dare to take the road less travelled

Taking the road less travelled is about creating new markets, innovating and exploring



We have the courage to confront difficult situations

We're adaptable to a changing environment with the core engines of vision and direction always a step ahead.



We have the courage to call others out and to say 'No'

Learning to say "No" to unethical actions, corruption, bad clients



We dare to change ourselves and our world

We are fundamentally a transformative organisation. Every person who joins or is in touch with Vahura, should change for the better – whether in capacity or opportunity. We are changing the world one person at a time.



COURAGE

