

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.



**NEED FOR CULTURE** 

**OUR VISION** 

**OUR VALUES** 

7 ASPECTS OF OUR CULTURE

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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.

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## Our Vision

NEXT

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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Culture is living our Values.
Our five values are:



Ownership & Responsibility



Client Focus



Trust



**Agility** 



Innovation





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OUR VISION



# RESPONSIBLE FREEDOM



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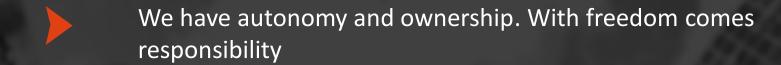
TEAMWORK



COURAGE



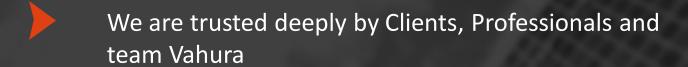
## RESPONSIBLE FREEDOM



- 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







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 know our Client better than they know themselves

We reflect our Client

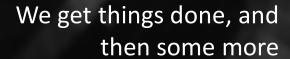
We are trusted advisors



### В А С К

### We are high performers

We love process and structure, but are not bureaucratic



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 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







#### 'We' before 'me'

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



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.

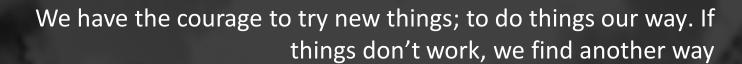




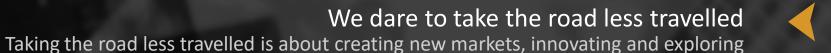


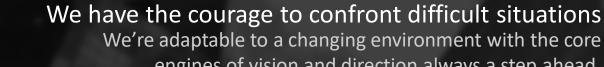
We dare to be different

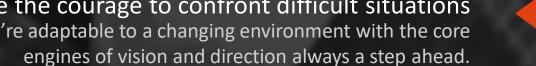


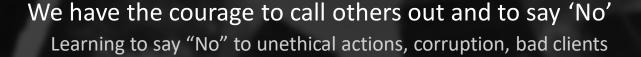














We dare to change ourselves and our world We are fundamentally a transformative organisation. Every person who joins or is in touch with Vahura, should change for the better – whether in capacity or opportunity. We are changing the world one person at a time.





