



We are **the people** who make Processia what it is. From our specialized consultants to the corporate staff and the management team, **every one of us** is an active stakeholder in our company's enduring success.



Our story is rooted in the **foresight, boldness** and **enterprising spirit** of our founding partners. These up-and-comers were sharp enough to recognize a business opportunity. Wise enough to join forces. Bold enough to offer the services of their new start-up to global leaders in **Formula One Racing** and in the **aerospace** and **manufacturing industries**. And driven enough to go all in and build the team to deliver excellence and nurture their brainchild into a global leader.





Processia was built on four key values: **ambition**, **performance**, **proactivity** and **teamwork**, which remain at the core of our everyday lives at work. What follows is a further exploration of how each of these values is applied on a daily basis, by each and every one of us, and at every level of the company.

Processia was founded in 2000 when Vincent, 2 years after graduating from Ecole Polytechnique de Montreal, joined Marc to redefine consulting services in the PLM industry. Their mutual experience had shown that when it came to product lifecycle management, the optimal formula was "*The right processes, with the right tools*", hence the name **Processia**. Ending the name with the same two letters as CATIA, ENOVIA, DELMIA served to create a strong link with the #1 vendor in PLM, Dassault Systèmes.

MARS MISSION

SPREAD OUR VALUES

Our exploration began as a "Mars Mission". We asked ourselves: "What if we wanted to recreate our organization's key attributes on Mars, but could only fit 10 members of our team in the spaceship?" Selecting our ambassadors was based on strict rules. We made sure we allowed for diversity in terms of gender, culture, location, generation, level of expertise and years of experience at Processia. Once we had our crew, we focussed on Processia's core values and unique culture to better define them. After gathering input from their fellow employees, our ambassadors were tasked with expressing, in a clear and coherent manner, how our values come to play on a daily basis. This provided the ground for our culture manifesto.





HOW OUR VALUES COME TO PLAY ON A DAILY BASIS

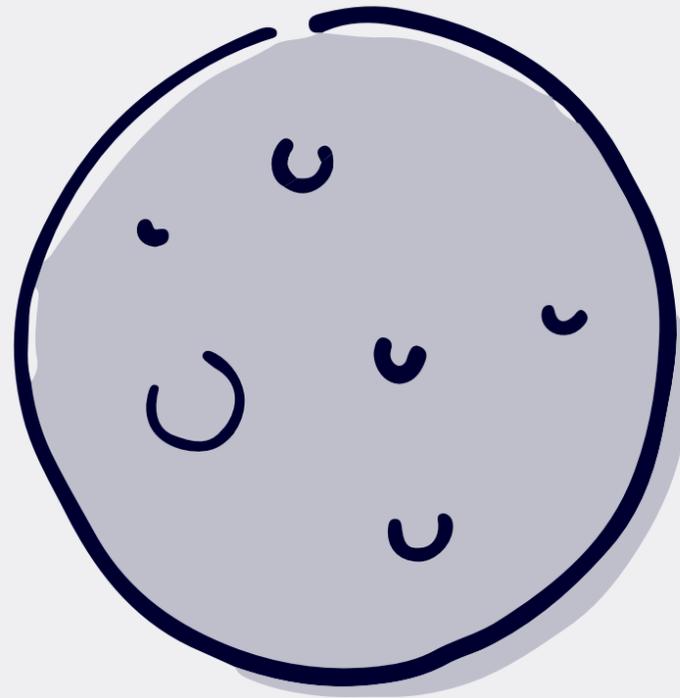
1. We dream big and embrace challenges.
2. We seek out and hire highly skilled and passionate people, and give them room to spread their wings.
3. We aspire to learn and grow, every chance we get.
4. We take great pride in the quality of our work.
5. We are true to our word and work diligently to achieve our goals.
6. Metrics are our friends.
7. We have foresight, thanks to meticulous planning.
8. We are always in solution mode.
9. We like to shake things up.
10. Respect and trust are at the core of everything we say and do.
11. We believe working as a team is the key to success.
12. We are not perfect. Yet.

AMBITION

AMBITION

Committed to being the best in our field

Setting higher goals ensures greater growth. Our current and future accomplishments drive our aspirations. We proudly demonstrate our confidence through our know-how. We lead the way!



1 We dream big and embrace challenges.

It all starts with setting goals for ourselves, our team, our company. They are ambitious yet realistic, lofty yet measurable, demanding yet satisfying. As far as we're concerned, challenges are not obstacles but rather opportunities to shine. We pool our efforts and passion to reach new heights through the power of collaboration.



Prakash B
Software Developer,
India



Alain S.
Systems Administrator,
Canada

HOW **AMBITION** COMES INTO PLAY ON A DAILY BASIS

“Believe in yourself and people will also start believing in you soon. Respect your dreams as they are born to lead you into the future. Winning is my habit and challenges encourage me to achieve goals in my life.

In a recent project, we faced challenges with integration to SAP, CAS/SOS authentication for hybrid Mobile apps, but yes we have proved ourselves everywhere.

Keep on moving, keep on shining!

“Shoot for the moon. Even if you miss, you'll land among the stars”
– O. Wilde

Let's not limit ourselves, the sky is the limit!

We will not let challenges come to us but we will hunt for new challenges to keep our knowledge growing, that is our secret to success!

In my IT dept for example, even though we have set up a nice infrastructure, we are not afraid to move everything to the cloud!

2 We seek out and hire highly skilled and passionate people, and give them room to spread their wings.

We recognize and celebrate talent in every field of activity. We strive to set the stage for people to soar, and expect them to recognize and seize opportunities to propel their career path by broadening the scope of their experience with every new project. We are generous of our time and knowledge; we believe in sharing our skills for the good of our community.



Kevin L
Software
Development
Team Lead, Canada



Paresh K
Functional Consultant,
India

HOW **AMBITION** COMES INTO PLAY ON A DAILY BASIS

“I’ve been working at Processia for 6 years and I’ve always liked to work with my colleagues. One of Processia’s strengths is hiring people who are enthusiastic, have ambition, aren’t shy in front of clients, are confident, see obstacles as challenges rather than problems, and who can support their point of view or recommendations with eloquence. It’s important to employ people who fit our culture, have the right attitude and share a long-term vision with Processia. Likewise, when Processia allows people to grow, it is beneficial for the company as well as the employees.

“Steve Jobs used to say: *“It doesn’t make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do”*.

Some people prefer to work in a structured environment, yet an early-stage company may require people to be out of their comfort zone. This can be a challenge, and it points back to having a culture fit.

And I must say I am a true witness of this: being from non-PLM background, I got a chance to be part of this organization. I really like to embrace challenges to learn and provide solutions to customer demands.

3 We aspire to learn and grow every chance we get.

We are a curious bunch. We share a passion for learning new and interesting things, every day. We are constantly improving our knowledge, our skills, our use of technologies. We believe that meaningful learning happens on the job, through coaching and shadowing, as well as with formal training. Self-evaluation, milestone assessment and sharing information are the tools we use to learn and grow.



Anzar H
Software Developer,
India



Marie-Lou N
Billing Lead, Canada

HOW **AMBITION** COMES INTO PLAY ON A DAILY BASIS

“Being eager to learn is something essential to survive the battle of a long-term career. Without eagerness to learn, we restrict ourselves from moving ahead and miss so many opportunities in our career/life.

Learning and growing is something I can correlate to an ongoing project in the automotive field. Learning a completely new ECAD software like Altium and OrCAD with 3DEXperience integration was something I found very joyful. I almost completed this part of the project without the help of anyone, learning and implementing on my own. I believe nothing is impossible when you challenge yourself to learn new things.

No learning goes to waste. It will help you out in any unexpected situations, in any time of life, it may be 20 years later but it will help you.

“I can testify that we do! Part of my work is to train the employees on our ERP system and the internal process of the Admin department. After the acquisition of the India and the Netherland branches, a series of training sessions were done with their Operations team on the ERP system for project management. Training is an ongoing process, and I’m constantly sharing my knowledge with my extended Processia team.

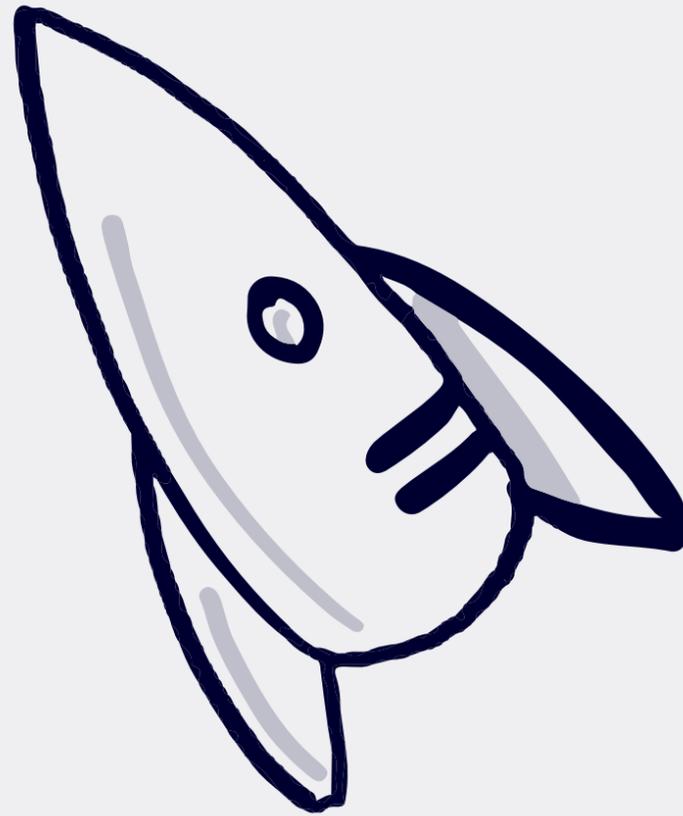
PERFORMANCE

PERFORMANCE

Committed to giving our best to reach our goals

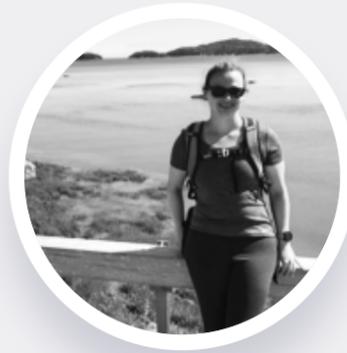
In the spirit of healthy performance, we do everything we can to accomplish our mission, deliver quality work and continuously improve.

We are determined to be the greatest at what we do!



4 We take pride in the quality of our work.

We make each project our own. We aim to provide our finest contribution to the final outcome. We update our skills and our tools on an ongoing basis to constantly improve the quality of our work. We strive for excellence in everything we do, from the simplest task to the most complex assignment.



Catherine M
Business Consultant,
Canada

“We are exploring ways to improve the quality of our software deliverables to our clients. Implementing a test management tool into our IT ecosystem, for instance, is a way to help us follow best practices, standardize our testing processes across all projects and deliver high quality code. We recognize that there is room for improvement in our testing methodologies and this is a step forward in the right direction.”



Leanne C
Admin Lead, UK

“Recently I have been asked to train some of my colleagues on various elements of my job. It is easy to ensure pride and quality when you are in control of all aspects of an individual task. In case of absence and for the quality to always continue it is just as important for me to deliver quality training. Over the past few weeks in particular, I have been providing some of my colleagues with trainings which I am confident will help to always ensure a smooth running of our UK office.”

5 We are true to our word and work diligently to achieve our goals.

We are open to constructive criticism and able to take corrective actions in a timely manner. We are committed to accomplishing the task at hand with utmost efficiency. We acknowledge each individual's role in achieving objectives, and offer or accept help when needed.

HOW PERFORMANCE COMES INTO PLAY ON A DAILY BASIS



Ankur M
Project Control
Officer, India

“In Application Maintenance Support for a customer, we have SLA-based arguments and have to maintain a certain level of support quality as well as performance. So, we have developed our governance model in such a way that we can efficiently manage the conflicting needs and goals. This model helps us deliver long-term success. As we are continuously improving and sticking to sustainable productivity, our PLM and CAD Support team is consistently being nominated as one of the BEST support team among all of the application support teams our client have.

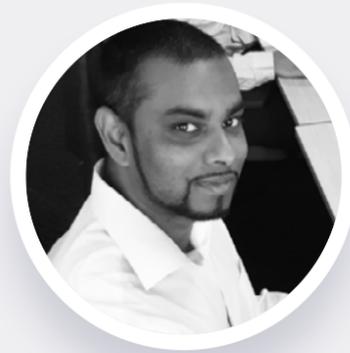


Maja O
Talent Acquisition
Specialist, France

“My role is to attract the best talent matching our client's requirements, but also our company's culture. It's essential for me to have an open discussion with our candidates to make them understand how we work and who we are. And as we work in very competitive environment, it's vital for me to persevere in accomplishing my objectives and to get satisfaction from my work when I see new recruits growing within our team.

6 Metrics are our friends.

We appreciate the value of metrics for improving performance. We monitor our collective performance by measuring individual and team progress, providing support where needed and rewarding outstanding results.



Richard S
Functional
Consultant, France

“As a QA manager, only metrics are a guarantee of quality on our development. Metrics allow us to plan and allocate resources efficiently. They help keep the project on track and ensure the project is delivered on time—and to the client’s satisfaction. To this end, a daily report is sent to the customer as well as a review at the end of each drop to measure the quality of the release.”



Azad D
Project Manager,
Canada

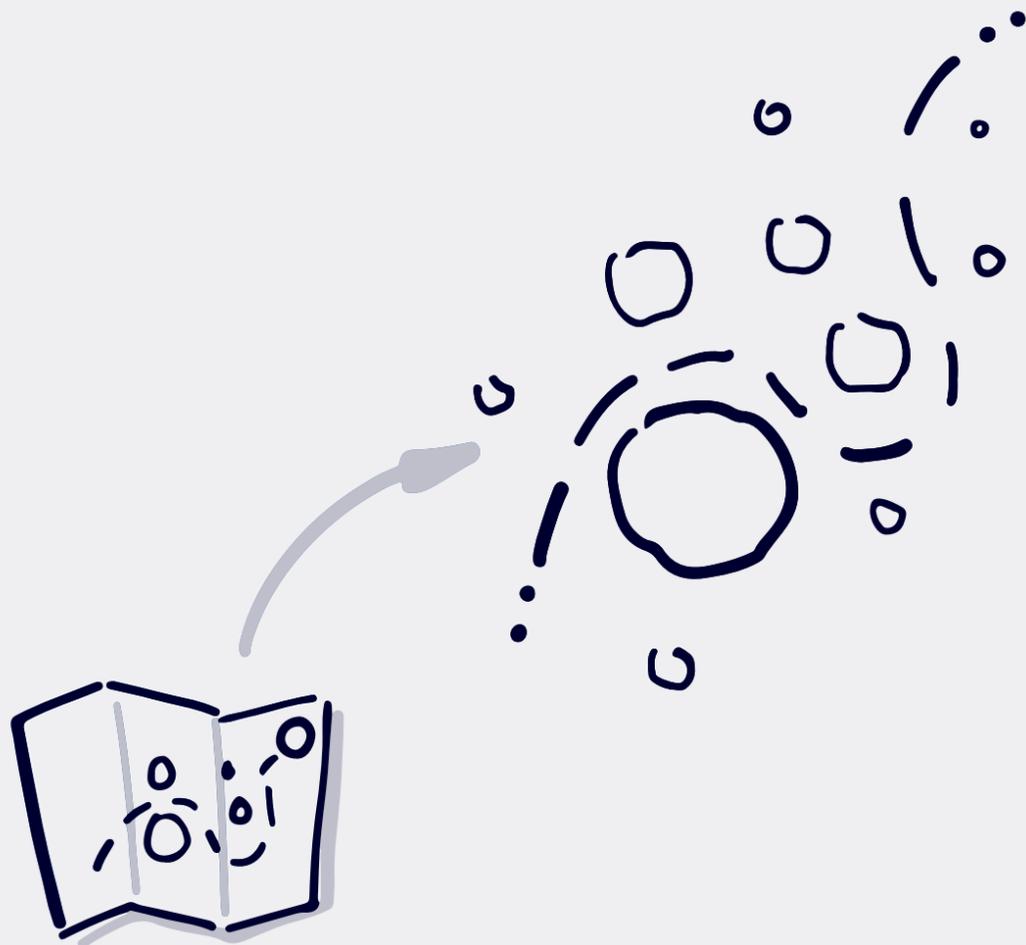
“As the old adage says, *“You can’t manage what you don’t measure.”* Metrics may not be the sexiest subject in project management, but it’s impossible to know whether a project was a success or failure without measuring its effectiveness. It is a very valuable tool that allows us to determine the success of a project, and helps us evaluate a project’s status, foresee risks and assess team productivity and quality of work.”

PROACTIVITY

PROACTIVITY

Committed to anticipating and eliminating obstacles

Being in the heart of the action allows us to foresee and prevent potential obstacles, and to provide strategically sound solutions. We trust our team and speak our minds!



7 We have foresight, thanks to meticulous planning.

We keep a close eye on every aspect of our work, from the most minute detail to the big picture. We use our imagination to plan for every contingency, and our practical sense to determine priorities. We are on the lookout for signs of upcoming obstacles as well as opportunities, and have the courage, honesty and confidence to share the information with everyone involved.



Jean-Baptiste F
Software Developer,
France



Amol N
Project Control
Officer, India

HOW PROACTIVITY COMES INTO PLAY ON A DAILY BASIS

“Efficient scheduling and communication with local HRs and Key-Users allowed us to train more than 1500 people - over more than 20 sites worldwide - in the two months prior to a customer rolling out its new PLM platform in the automotive space.

This timely training was paramount to the deployment of the platform as we managed to train more than 95% of the mechanical designers. We also saved costs down the line as we were able to handle the functional support with only two resources (from 5 during the training/testing phase), focusing on the real platform issues instead of misuses due to a lack of training.

“Meticulous planning is very important to achieve the goal and a Project Manager having the vision and foresight to manage in advance can help his team achieve the goal.

A project with one of the largest international automotive parts manufacturers in the world is going very well till now thanks to great leadership, meticulous planning and proactiveness, and I hope it will conclude with very good intent the way it is going on.

We are always in solution mode.

We do not let obstacles stop our progress, but rather use them as an opportunity for creative thinking. Problem-solving is in our nature. We take action individually or as a team to achieve the most efficient resolution, considering every aspect including how to best use the company's resources, and how to ensure optimal results for both the client and our company. By documenting and sharing the issue and its solution, we add to our collective pool of knowledge.



Nikesh K
Software Developer,
India



Lisette L
Account Manager,
Benelux

HOW PROACTIVITY COMES INTO PLAY ON A DAILY BASIS

“This statement is something I can correlate to one of the project which I have done in the past. While doing this project, we used to interact and meet Government officials and every time we met them, they used to challenge us by adding new requirements. And due to this type of environment we managed to keep ourselves always in solution mode.

By keeping ourselves in solution mode, we managed to implement something which had never been implemented before.

“Our clients are confronted with a number of daily challenges, often spread over multiple departments. Finding a good solution for all their needs and wishes without losing sight of their end goals can be challenging, not only in the selling phase but also when the project starts and throughout the project. Our 'down to earth' team uses a pragmatic approach to find the right solutions to close the sale and make the project a success.

We like to shake things up.

We believe that status quo is something to be overcome. We are constantly looking for new ideas, more efficient and profitable ways to get things done. We work hard at creating an environment where everyone feels free to speak up, without worrying about being judged, when they think of a way to “build a better mousetrap”. Positive initiatives will be rewarded. Always.



Swati I
Project Control
Officer, India



Sampath J
Software Developer,
UK

HOW PROACTIVITY COMES INTO PLAY ON A DAILY BASIS

“We develop solutions that can be configured and adapted to the client’s specific needs. We target the issues pointed out by the client, but take a broader look at what is really needed to address any possible changes that might be required down the line. As new situations occur, or in response to another client’s similar needs, we are able to reconfigure the initial solution simply by modifying certain parameters. This helps us exceed our client’s expectations by providing an efficient, proven solution even when timelines are tight.

“At first, there was only one Processia employee working at the client’s location. After a few years, that number grew to seven. It is a proof of the confidence our client has in Processia consultants.

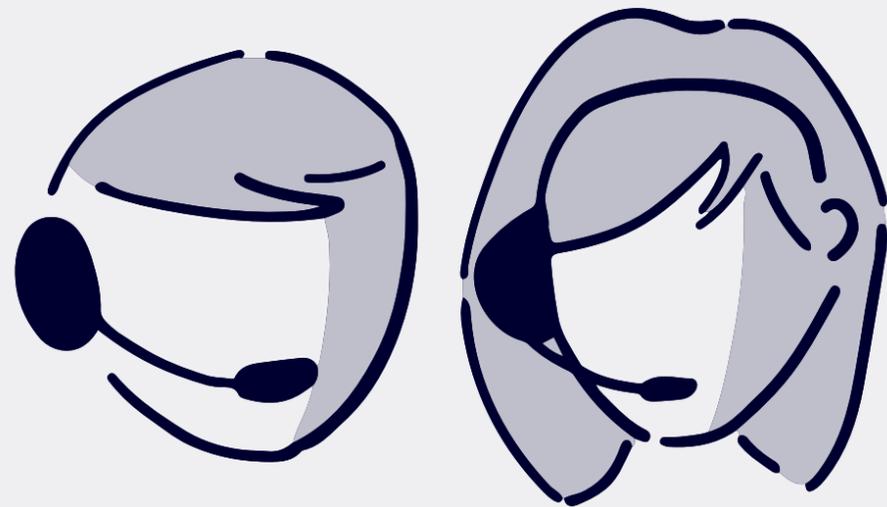
Due credit goes to our team member as well as for the initiative he took in introducing JIRA to our client: now almost 250 people use it. Processia also administered it and helped the client successfully integrate the JIRA system with their group. Add this to the various opportunities Processia has identified in the process to achieve a strong foothold. We have definitely shaken things up here...

TEAMWORK

TEAMWORK

Committed to our collective success

Our team's success is driven by the power of its members. We work together, care and support each other. We put our differences aside so that ambition, proactivity and performance may prevail. We share our values, our challenges and our talents and we celebrate our success. We are one!



10

Respect and trust are at the core of everything we say and do.

There is no place for bullies or jerks among us. We are congenial and genuine in all our interactions with each other. We share information openly, and communicate in a language that everyone understands. We know and understand everyone's role and responsibility within the team. We value each other as equals, and care about each other's success. We do not tolerate violence, discrimination or abuse in any shape or form.

HOW TEAMWORK COMES INTO PLAY ON A DAILY BASIS



Daisaku Y
Project Manager,
France

“ I strive to provide transparency in our communications with the customer. Even if there's bad news, it's better to share early and to plan the actions together, rather than hiding them until the last minute. This enables us to build a trusting relationship with the customer, which is key to customer satisfaction and to the success of our project.



Vaibhavi K
Functional Consultant,
Canada

“ My project manager inculcates trust and confidence in his team. He is transparent towards his team members as well as the client and ensures that we have all the resources to complete a given task.



Arvind K
Functional Consultant,
India

“ My experience is that respect and trust play a key role in any situation, be it with customers, managers, teammates or friends. With these two key instruments I am working and learning day by day.

Respect for ourselves guides our morals, respect for others guides our manners.

11 We believe working as a team is the key to success.

We form a community where each member brings a specific set of skills, which interlock to create a whole that is much greater than its parts. We share tasks according to skill and experience, in order to achieve our goals in the most timely and efficient manner. We are not afraid to ask for help, nor are we reluctant to offer it. We keep everyone abreast of the latest developments so that every member of the team is working with the right information.

HOW TEAMWORK COMES INTO PLAY ON A DAILY BASIS



Maeva M
Functional
Consultant, France

“The stakes were high on one of our biggest projects. All team members in France and India and one of our partners were committed to providing the best quality ever. Everyone was willing to start earlier, work late, and even come in on the weekend to tackle this challenge.

I was proud to join my efforts to theirs to provide the level of quality required on this project. This was a perfect example of teamwork: everyone focussed on the same objective and working hard to attain it.



Saurabh N
Solution Architect,
India

“The great Michael Jordan once said, *“Talent wins games, but teamwork and intelligence win championships.”* We found out he was right when we were faced with a particularly challenging project in Greece. Our Project Manager built a perfectly balanced team. Thanks to appropriate work distribution, synergy among team members and a common dedication to achieving our goals, the team brought the project to fruition to the client’s full satisfaction.



Randy L
Project Manager,
USA

“As a Project Manager, working closely with my colleagues, customers, and extended enterprise is critical to my effectiveness. I’m fortunate to be surrounded by a diverse team; all intelligent and friendly people.

The key to every successful project is the leveraging of ALL their skills and experience which can only be accomplished with teamwork and solid team building skills.



ABOVE ALL

We are not perfect.

Yet.

We realize and acknowledge that we are a work in progress. We are constantly in learning mode, finding new ways to bring our core values to life on a daily basis.

Mistakes and misunderstandings are natural occurrences in any group setting. What will set us apart is how we recognize and handle them, how we learn and grow from them, how we use them as stepping stones in achieving our goals.



processia.com/culture