



VALUES

THE TIES THAT BIND US TOGETHER

VALUES — PURPOSE — MISSION — VISION

I CODING
THE
FUTURE

THE TIES THAT BIND US TOGETHER

Identifying what our core values are, is part of a broader vision that drives us to express our culture in the best possible way. It is not about telling what we do, but how we do it. We believe that behaviors and inclinations impact and define the nature of the work we carry out at Interlogica.



Put People first

PASSION – BE YOUR BEST SELF - LOYALTY/HONESTY

It's our culture, it's how we approach our work, team, clients and whoever is willing to work with us. We are an ecosystem of passionate professionals who trust and respect each other. We always defend the best ideas. We are motivated, committed to our job and excited to make a difference by stepping up to the plate, doing what we love the most.

EXPECTED BEHAVIORS:

TRUST

We look for professionalism and rely on job-specific skills. We are personally committed to keeping our word on the tasks we undertake, meeting the agreed deadlines. In case of impediments, we provide colleagues with timely information by setting a new deadline and pledging to deliver the work on time.

RESPECT

We are aware that all people have equal dignity. We use simple, non-violent and situation-appropriate language that considers the role of our interlocutor, using technicalities only if strictly necessary.

GETTING INVOLVED

We boldly exercise the freedom to express ideas and come up with new solutions. We politely disagree, bearing in mind that it is about facts and not people.



See the bigger picture

LATERAL THINKING - COLLABORATION - FREEDOM OF EXPRESSION

Lateral approach is what marks us out and enables us to be always sharp and zeroed in on our projects. We are responsive to clients' needs and feedbacks from colleagues. We share ideas, suggestions and solutions without hesitation (freely), so we can head together in the right direction.

EXPECTED BEHAVIORS:

LATERAL APPROACH

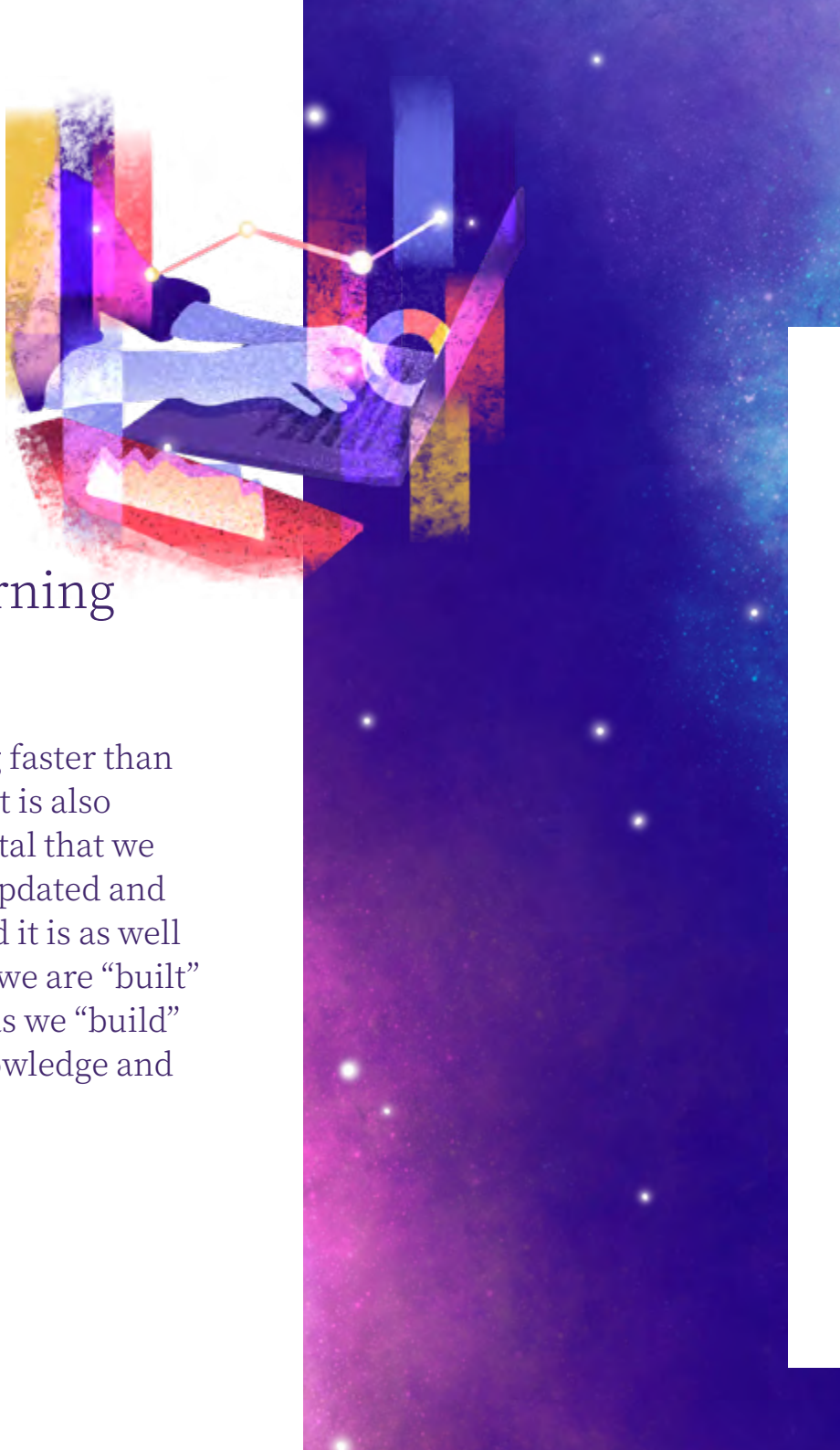
We analyze projects and ideas from multiple angles with a proactive approach. We consider the analysis phase as part of our work allocating all the time that is necessary.

FEEDBACK

We give timely, specific and constructive feedback even if negative, always keeping in mind that facts are not people.

DIRECTION

We train to have a broader view of problems, putting them into perspective, breaking goals down into single daily actions. To do so, we ask ourselves: What value is being generated? What prevents me from moving forward? Is it better to push it or to seek help? Am I giving the right priorities or shall I revise the work in the light of the new insights (e.g. during a stand up meeting)?



Never stop learning

CONTINUOUS LEARNING

Technology is evolving faster than ever before, the market is also moving quickly. It is vital that we keep learning, being updated and testing new things, and it is as well entertaining. After all we are “built” to learn and we learn as we “build” through creativity, knowledge and implementation.

EXPECTED BEHAVIORS:

LEARN

We are always eager to learn by studying, by asking more experienced colleagues or through first-hand experience. We find the courage to forget what no longer generates value and we consider uncertainty and the discomfort it entails, as an opportunity for growth.

CREATIVITY

We allow ourselves some space to imagine other ways to address problems or projects, through a lateral approach. We weigh up the impact by assessing the organizational and economic implications. We furthermore make sure that our colleagues are involved in gathering their views.

IMPLEMENTATION

We aim for functionality rather than perfection when looking at fresh approaches to doing things. We are not people who “do their assignment”, we “create value” and know how to seek help if required.



Leverage Innovation to stay human

HUMANITY

Innovation for us means intertwining human and technology. It means creating tools that focus on people's needs, empowering them and providing versatility in their work. It means selecting clients with a similar mindset to create a positive impact on society and not just on profits.

EXPECTED BEHAVIORS:

HUMAN ASPECT

While at work we stay positive, we ask questions, we share opinions and play down when the situation becomes tense. Our sole purpose is to hit the target we have set, still being human.

TECHNOLOGICAL ASPECT

When developing solutions and addressing issues, we use technology as a resource, making sure all the company tools are being used, even those beneficial to the work of colleagues.

POSITIVE IMPACT

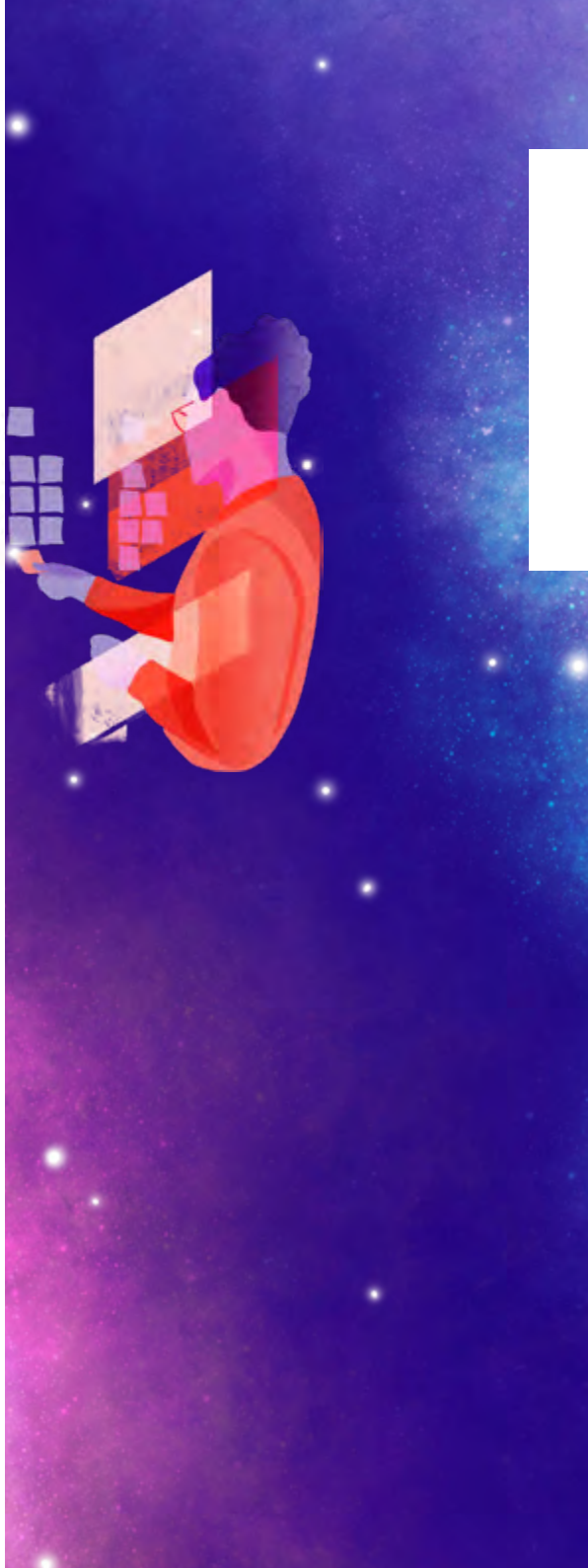
When we propose or decide something, our top priority is to identify strengths through questions like: What is the impact of this decision? What are the consequences in terms of costs, organization, people? To what extent is it consistent with my Purpose and Interlogica's?



Working to solve complex challenges

AGILITY

We are equipped to be flexible and agile. This means that we implement changes whenever necessary - even to our structure – effectively handling challenges posed by clients.



EXPECTED BEHAVIORS:

AGILITY

We have become aware that changes are tough and that problems and conflicts are part of organizational life. We got used to planning less and experimenting more. We hope for the best and are prepared for the worst, but we always have a Plan B.

Quality is our main goal (as a guiding principle)

COMPETENCE

When it comes to determine which technology to use for a project, our creative freedom allows us to make a choice according to the real needs, seeking for efficiency and implementing transformation. We turn complexities into intuitive interfaces, hybridizing different domains, acting on our clients' competitive levers and understanding their needs.

EXPECTED BEHAVIORS:

COMPETENCE

We rely on our know-how and skills to come up with solutions that meet the clients' real needs, whether internal or external. If we're lacking the expertise, we ask for support from who knows better. Collaboration is an opportunity to learn, encourage fresh thinking and set a good example.



PURPOSE

To code a new world where technology and humans are intertwined at their full potential



MISSION

We are
passionate, creative and competent
professionals.
Change makers with a strategic vision, giving
back to society.

We deliver
innovative, high-quality and scalable
technology solutions
to provide our customers with a measurable
competitive advantage.

We work
hand in hand with our clients, openly
expressing our ideas to present them with
new perspectives and support them in their
innovation journey.





VISION

We see the invisible and bridge in the gap for a more sustainable world.

We live in tomorrow, cultivating our people, sharing our culture, coding the future.

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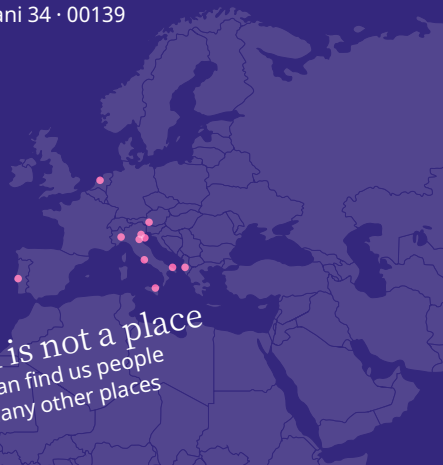
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Work is not a place
You can find us people
in many other places



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