



CLIENT EXPERIENCE

client testimonials
client visits

OUR CULTURE IS OUR BRAND

culture cup events

VBP AT 3 YEARS

office expansion
support structure



CULTURE BOOK 2016



David Carney
Chief Executive Officer
Virtual Business Partners

foreword

“Welcome to the 2nd edition of the VBP Culture Book! Over the past two years, I have asked our team to write a few paragraphs about what the VBP culture means to them. It is unedited, expect for if we have had to reduce the amount of words, some of our employees do love to write!

So what is VBP Culture to me? The VBP culture is about supporting each other to be great. It's not only about having a set of core values, but also being able to see them truly lived across the organisation. VBP culture is about inclusiveness and challenging the assumed assumption on how people should be managed, allowing a lot more self-responsibility. It's also about having mutual respect with our clients for which the outcome is that our team really cares about the role they are doing and the benefit they provide. In return, they also feel they are valued and appreciated by our clients.

Whether planned or not, all companies have a culture. So why not create a culture we love to be part of which would definitely empower individuals to be the best they can to take on a role as a self-leader.

Ever since we started VBP, we felt that it was important to focus on the right culture. We need our team to be self-motivated, proactive in working with our clients, and constantly looking at ways to improve what we are doing. Attributes that we felt were not evident in a typical outsourcing business - where the focus is very much on a 'command and control' business model.

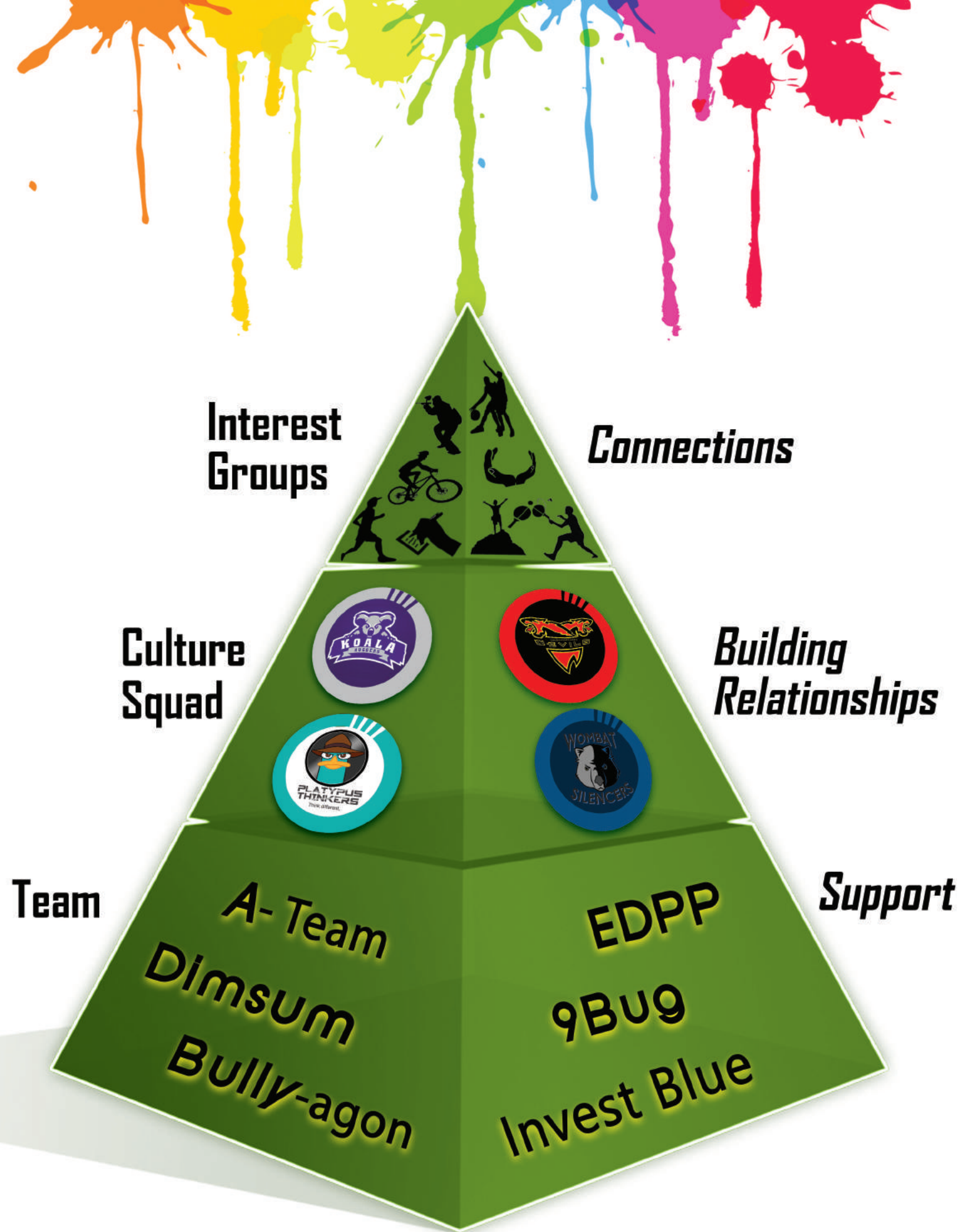
We firmly believe that if you treat people with respect, value their opinion, and provide a work environment where they can feel safe; they will repay the business by being the best version of themselves.

As we grow our business (we grew our team by 70% in 2016), I challenge every new person with the notion that many of the current staff are concerned that as we continue to grow we may lose the unique culture that we have created. Rather than what it is that they can take from the culture, it is everyone's responsibility to contribute and grow to the culture that we have. After all, one of our KPIs measures how one lived and inspired the core values in others. I feel this year, as we reached our 3rd year anniversary as a business, we have demonstrated that one can improve the culture and at the same time make it grow.

The proudest moment I have is when we open doors to visiting clients. The feedback we get from our visitors is the fuel we need to make sure that we continue to improve, as a business, knowing that we are building solid working relationships with our clients.

Finally, I want to say a big thank you to the girls in charge of this year's culture book, Perlyn, Jezrelle, and Paulo. You have worked tirelessly and done a wonderful job at creating a memory of 2016.

We hope you enjoy this the Second Edition of the VBP Culture book! ”



our little wows. our huge successes.



"Caress is so efficient she knows and understands her role and gets in and gets the job done. I know that whatever our team assigns to her it will get done promptly and we do not need to micro manage which is fantastic!

She is very proactive and responsive and responds to any queries in a timely manner. Caress has a fabulous bubbly personality and she always has a massive smile on her face!"

*Melissa Neary
Invest Blue Team*



"Jasmine has done an amazing job especially considering she has had time off for her studies. I'm sure she will do well in her studies as she is amazing for us."

*Kym Paterson
Community Financial*



"There have been a number of occasions that Cristine has anticipated things that should be done and fixed them in advance. She has also started improving my work by suggesting extra things we can do as a team. She is an integral part of our team and she always has our best interests foremost. Cristine is improving all the time and she treats every task as a learning opportunity, she rarely makes a mistake and she never makes one twice."

*David Harris
Advice Evolution*



"Jabber's quality of work and attention to detail has processed and improved considerably in the last 6 months. Jabber always responds very quickly, even if it's just to let us know he has received something urgent and is 'on it'. This communication we hold in very high regard.

Jabber's turn around time for tasks has improved and he is now able to complete tasks very quickly. He is proficient and learnt a lot about the quoting process in which we find it very valuable to have someone with full knowledge of quotes/insurance.

Jabber has taken the lead in preparing documents for SMSF SOA packs, having never done this before he made a perfect attempt. Jabber has shown he is keen to learn about PCC's and Insurance Needs Analysis and also made some great attempts at completing these. I think he will master them in time.

Jabber's training of the new CSR and what he has already accomplished with the training schedule is impressive. Jabber will also probably learn a lot when training a new person."

*Roisix Dalton
Oak Financial*



"Jezrelle is performing well, undertaking all tasks assigned to her and completing them all within time-frames and to the best of her ability.

She did particularly well with an Advice Path document she produced for one of our clients. I didn't need to make any amendments at all on this document which was excellent (this was only the 3rd one of this type of doc's she had worked on)."

*Angela Dooley
Certainty Advice Group*

"Just some feedback on the SOAs that you have written for me since working with us at Invest Blue. I've found your work to consistently be of a high quality and have also been impressed by your ability to take initiative and make decisions yourself (without needing to ask for any guidance). On the rare occasions where we have had to send SOAs back to be reworked (usually due to changes that you could not have known about), you have been incredibly efficient in getting the work back to me in a most timely and efficient manner (Attwood was a fine example of this).

We are more than happy with the team at EDPP, especially yourself, RR. Speaking from my personal point of view, your work seems to be of a higher quality than 95% of the paraplanners that I have dealt with in Australia (many have been writing SOAs for 10 years or longer)."

*Rowan Simpson
Invest Blue*



"Kurt updated my website and created a manual - that was excellent. He also created a fantastic manual for creating benchmark reports in Lonsec. He is also managing the FDS' much better too.

Considering the varied work I am giving him, he is really willing to try and have a go - which is great."

*Shannon Prentice
Superfit Financial Services*



"We just wanted to give feedback on an amazing empower pack prepared by Chrisal for Coombes. We are so impressed and so happy, absolutely all of the paperwork was correct and for a big confusing SOA we are thoroughly impressed!

Chris deserves a massive shout out as we know she spent extra hours completing this!

The empower pack included 35 bits of paperwork (we reckon that's nearly a Brisbane record).

Also the summary and revenue was so easy to read and laid out fantastically. Makes our life so much easier!

*Abbie Gellatly
Invest Blue Team*



"Prue is a critical part of the team at Fitzpatrick's Private Wealth. We appreciate the high quality work Prue consistently delivers. Prue is professional in her approach and an excellent communicator. It has been great to see Prue continue to grow and learn new skills

during her time at Fitzpatrick's. Thanks for all your hard work Prue!"

*Glen Reilly
Fitzpatrick Private Wealth*

Our newly-weds this year!



rewards for going beyond what is expected

Jeanelle Joy Razon
2016 Points

GROCERY PACKAGE

SONG HITS!

RENT A CAR FOR 1 WEEK!!

VIKINGS

WEEKEND DINNER BUFFET

天下一家 BUFFET 101

INTERNATIONAL CUISINE

QUEST HONEY GRAND CROWN

Have 8 Cheese croissant 100

You lived a Core Value
Recognize anyone you feel has lived on

Points 1000 Sending limit 30 Sendable by Peer Type Recognition

Teamwork
Helping a team member

Points 1000 Executing Helped Towards colleagues

Receiving limit 10 Type Recognition

VB.PH

Be part of the VB.PH family

clients experiencing Cebu



Melissa Neary
Invest Blue



Boys playing the
"Hephep Hurray" game



Kristin Jacobsen
NextGen Financial



Frank and Rhonda Welsh of Community
Financial and Adam Gale and Ray
Albrighton of Announcer
Financial Planning



Kym Paterson and
Tracey Lamont of
Community Financial

"For me the spirit of belongingness is very much valued in this company. I feel welcomed just like founding a second family who treat me like their own brother. Everybody in the company is very accommodating and I am very much happy to be part of this company which I will embrace the culture very tightly."

-Edgar Cosingco

We enjoy openness and nurture a relationship of respect and camaraderie. It's the company's culture that makes its people stay. It's a place where I'm excited to come to work. In the end of the day, it's not just a place, it is a home. VBP is home.

-Dezelle Joy Rasonabe

VBP is my second home. Its culture is one of a kind because you can be yourself. By that, we as a family, must keep it; hold it; and live with it. All for excellence.

-Dinah Fe Iglesia

It is everybody-centered. I also love the "Work-Life Integration" that whenever I go home and talk about it, my wife noticed that I always talk about how happy my day was and even though there were some struggles during the day, it didn't stress me out. This is truly far-removed compared to my previous work experiences.

-Randel Bryan Ebrada

VBP Culture means sharing what we have, giving what we can give, extending our arms to everyone that needs them. We are one family. It felt like home.

-Beverly Magnifico

I love hearing stories how other employees help others in times of need. Help just comes along because there are people who care to notice if someone needs help. It seems like everyone has time for each other. And I just love that I feel so warm and comfortable with everyone.

-Israel Ballena

All you lovely ladies please remember always that I can see how much pride you take in your work, how you care and strive to do your best. I couldn't ever ask for anything more!

Anna Holly
Announcer FP

We might not show it everyday but we do appreciate all the support and help you guys give us! Wouldn't be able to do anything without you guys!

Lorraine Malasini
Announcer FP





VBP CULTURE

One of VBP's culture is giving its prior focus on its employees. VBP has big ears to listen all the suggestions of the employees for a better and a harmonious work environment.

-Aldrin Gornez

Everybody is really eager to help one another in times of difficulties. And just like a home, it is where we can be ourselves and be open with our thoughts. This so-called "No Big Wow" really gives us the energy and the inspiration to perform better in our tasks.

-Susa Rae Cardino

The VBP culture strongly upholds the spirit of family. Our differences are unified through a common goal and that is to provide the bestservice to our clients. We are given enough space to grow and come into our own.

-Don Beja

VBP culture is an experience I never thought of existing. It is like a dream moving in to reality. Our company works like a family – helping and caring for each other. The best thing I like about our culture is that there is LIFE on it.

-Daryll Calumbog

VBP culture means family, and family comes first. We may have made mistakes in the past, have committed errors in our tasks, and some misunderstandings, but VBP listens, which makes us feel like we are valued.

-Sarah Christine Almeda

VBP culture tells me that it's okay if you don't have all the answers, that you might make mistakes (and that's okay because that's an opportunity to learn), and that everyone has a contribution, no matter how small or large, to make in the company

-Kay Dongko

I believe that the VBP culture focuses on empowering its people through understanding, camaraderie and respect and in turn reciprocate back to the performance output given towards every day's demands. A company that takes time to hear out each of our inner thoughts and needs, a company that seeks to nourish our well-being, and a company that grows hand to hand with its people is in fact the most ideal company for me.

-Paula Angela Valle

VBP Culture is about being yourself, being able to do what you love to do at the same time comply with the company's guidelines. VBP Culture is being an inspiration to others, being motivated and to motivate others in return. It's about nourishing one's talents and sharing it to the world. VBP Culture is being an asset to a company, one which does not depreciate. What I love about our culture is the reward system to motivate employees. Not all companies do that, and I think that is beautiful.

-Maryel Joy Dornio

VBP is like a family to me. We value each other's opinion, we share ideas, and best of all we respect one another. What I like about are culture is that it contributes to improve employee's communication, wellness and performance. You're working while having fun

-Chelo Verano

I don't feel the usual "Corporate Culture" vibe in every other company out there; that vibe/environment that is so generic and almost "robotic" that I know regular employees don't even care about. In this company, I feel the "vibe" of a family. We are a young and growing company, but I believe that if we take care of this culture, we can became more than just a Financial Planning Services company. We could be known as a nesting ground for excellency and well-rounded individuals.

-Joanna Camille Sihay

VBP is a family-oriented company. There is a camaraderie among each employee. It is a fun learning environment where we have the opportunity to express ourselves. We share a common knowledge and have better understanding that each one is important, having a role in making this company the best place to work with.

-Mike Minasol

I maybe new here but I feel comfortable with the people around. The effect of having a great culture in the company is making you happy and you feel valued. It feels good when you talk to your colleague on a level where you feel like you've known each other for so long and everybody greeted you in the morning with smiles on their face.

-Julie Ann Sapilan

I think our Culture foster the following,

- Self-Improvement – we learn from previous experiences and we endeavor to better ourselves
- Tolerance (positive) – we accept others for who they are, let them discover/find ways to improve themselves
- Chances – we give people second chances to do better

-Leo Infante

I am amazed by how people go out of their way to help each other. There is teamwork whether we are doing work related stuff or activities outside of work.

-Yasmin Desa Masahud

"Jeff is an absolute star!"

He is doing an amazing job! He is very reliable - always delivering on time and working until the job is done.

I seriously can't praise him enough! He has helped me so much in the last two days with Empower packs with getting into the office early and staying late!

All other work I have allocated to him is delivered on time and completed correctly."

Charna Rifai
Invest Blue Team



OUR CULTURE IS OUR BRAND



C U L T U R E C U P E V E N T S



D E C E M B E R 2 0 1 5



O F F I C E L A U N C H I N G



A W A R D S N I G H T

What I do like about what we have here is the freedom of being ourselves. Having this kind of environment allows us to incorporate our true self and the effect is that whatever we are outside of work will blossom together with what we are at work. Overall, the culture we have here is GREAT.

-Jefferson Lim

It's a good place where people look out after the welfare of each other, caring and loving just as how a family should be, having fun and sharing each other's achievements. It is more of having family values rather than having a business-like corporate values and that actually makes VBP distinctive from other companies.

-Ranesa Joyce Polinan

VBP culture for me is integrating work and life. Our culture gives me a feeling that I am not just an employee. I feel like being part of another family since we always have company activities that keep us connected and make us feel that we are all equal. I can't remember a single day going home from work with a sad face.

-Vanessa Quirante

The freedom to do what we like and what we think is right make us unique from other companies. It may give others the impression that this may tempt employees to slack off, but this even encourages us to work harder for our company and for each of our clients. That is our culture and that makes me so proud to be part of VBP.

-Mayette Codilla

The thing that struck me the most is on how the management supports you to always step up your game. Everyone learns to accept each differences, learns to accept you of what you are and of what you are not. Respecting one's belief is the hardest thing to achieve; yet VBP was able to embrace and live with it.

-Leocel Dangallo



What I like about the culture is that it is not self-limiting. It gives you the liberty and allows you to do your tasks extraordinarily well. Thus, giving the opportunity for an individual to perform more than what is asked.

Only in VBP, you get to talk to your bosses like they're you're close friends. They think about you too and they always extend their helping hands in times of need. Our voices are heard, we feel so valued and appreciated. I've never felt like this before and I'm so happy that I'm working with VBP – a company filled with virtues, a culture like no other.

-Vincent Fontanoga

Our existence does not just limit to doing the tasks efficiently, but extends as well to maintaining good relations to everyone here and growing together. I have felt more than just being welcomed. I felt being valued, as well. It's certain that we cannot find same culture out there as what VBP has.

-Dessa Barola

Like any growing organisation, there is a risk of having that established culture challenged with new necessities or challenges that may arise along the way. So far, I find VBP's culture really great and I appreciate everyone's contribution in keeping it that way. We just need people to do the check and balance, may it be through company-wide employee satisfaction surveys per quarter, to keep this culture.

-Renz Albert Salanes

The sense of belongingness that I was able to experience in this company. The family spirit that I was able to inculcate made me feel light and cheerful to look forward going to work. Each and every one of us, colleagues, diverse as it may seem, we are able to embrace and value each other because we are tied up by respect and the love for each other.

-Chowdee Tugaoen

Our culture, I can say, is the most special, personalized and more of an employee-centered culture wherein people's needs, people's opinion, people's ideas come first. It is a culture worth keeping and worthy to be bragged about. What got me was the fact that this culture motivated me to be a person who values integrity, communication, respect, and excellence and the fact that people never neglect to practice these life values every single day here in VBP. That keeps me going.

-Jedah Mae Desquitado

-Manuel Jacob Jamio

For me, VBP culture is the value we practice from the very beginning up until now. One of which is helping one and another. Another thing is having a team who shares same interests – this only means that the culture in the company is not only focused on the business side.

-Noralynd Cayanong

Company culture, for me, is the heart of the company. It is where all of the humane support is coming from. The hope, the love, and all of the varying emotions – it's where every employee's heart is found. Without it, there will only be an organization, not a family. Now is an organization more important than a family who would support you all the way?

-Venus Pagobo

For me, VBP culture is all about the people, all the employees, management and etc. helping each other to represents VBP. The difference might be that our culture is shared by everyone and is being adopted by other people. What I like about it is that we can be ourselves and proud to say that we are one in VBP.

-Bryton Cabanes

It's amazing how different we all are; no one is the same in the office, we have different likes, we have different opinions and we all hail from different parts of the country with our own different culture and dialect, yet, when we go to the office, our differences melt away and we become just 'VBPians'.

-Cherry Mae Ayuban

For me, the VBP Culture is a family away from our own families. Our shared beliefs, ideas and principles put together and incorporated within VBP will make us have a strong bond. We have a strong bond and you can feel that you belong in this family. You don't have to pretend to be anybody to fit in. You just have to be yourself and VBP will welcome you wholeheartedly.

-Sheena Grace Salomon

VBP culture is an integral part of my everyday living because this is the reason why I'm staying in this company – it is about the family spirit, the friendship and family bond that has developed inside the office. What I like most about our culture is that VBP will always listen to any feedback and concerns because opinions really matter. VBP listens.

-Journey Annabis

VBP Culture defines everyone in the office. It defines who we are to each other and to our clients. It expects each one to value, respect and love one another. It's here that I feel I'm appreciated as an employee, I'm relied on as a friend. Our culture stands out from the rest because we are the culture itself. I mean it's not formed to please one but it's created because it's who we are.

The slogan is very true "my culture is my brand." I love VBP.

-Anthonette Macawile

To work in a company having a principle and conviction aligned to mine is plainly a blessing. I know VBP is not a perfect company. VBP Culture is the heart of this company. VBP Culture is the biggest "client" this company has and each one of us is responsible in taking really great care to keep and nurture what we have.

-Leah Rebekah De Guzman

The aura is so positive and I really feel like I am valued not only as an employee, but as a person. All the fun and laughter are really genuine here. I thought that this was too good to be true and I'm still thinking that it is. I really have nothing more to ask. I really hope that this keeps up as we grow bigger.

-Jasfel Absalon

What's different in other company cultures is that, there is compassion in this company. We care for everyone because we are a family. Despite the differences in culture, religion, and so much more, we always give time to look for our common grounds which unite us as one.

-Danelle Karla Gelicame





Interest Groups

STRIDING KANGAROOS

SCRIBBLING KANGAROOS



SMASHING KANGAROOS

TINY BALLERS



CARING KANGAROOS

SHOOTING KANGAROOS



"Ronnah and Jasfel have both been great. Their attention to detail, turn around time and constant willingness to help and learn more is brilliant.

They have especially got more proactive and taking initiative when it is needed to get tasks completed without needing guidance. They are doing a great job!

*Gemma O'Neill
Announcer Mortgage*

Here in VBP, YOU matter as a person. Your idea can mean a lot to other people and to the company. You have the freedom to speak out how you feel about someone or something. I mean, people here are your FAMILY. You have a bunch of support systems in developing yourself as an employee and as a person. VBP Culture is my "bragging right" and I am always proud to share this to my friends and families.

- Riga Tablada

What I like in our culture are the sense that everyone can be of their selves, you can't be anyone you are not. It is not a company that controls people. It is a fun company which may add up to the employees' excitement in going to work.

-Jelliane Espoltero

I think VBP's culture is something that needs to be celebrated. It keeps the company lively and the employees happy. Through VBP's culture, we can experience freedom while also knowing our limitations. It gives us the opportunity to be ourselves while also helping others see the best in themselves. It also creates a strong bond among employees and nothing can ever beat that.

-Dennilyn Malaya

A great job isn't just about the paycheck and benefits. People stay when they feel like every little thing they do, creates a big WOW not only to the clients but also to the company. VBP is not an ordinary workplace. It's a "cocoon" transforming you to a better you. It's home.

-Johanna Montejo

VBP Culture is Self-Leadership & Responsibility. What I like about the VBP Culture aside from the One-World and Family Spirit is that the grand opportunity it gave to employees of becoming a self-leader and be responsible.

-Shella Mae Malinaso

VBP Culture is like a family. As a family, each of us has a role to fulfil and whatever that role is, we can always be assured that we've got each other's backs.

-Dul Pauline Montañez

One thing I love about our culture is the respect to everyone here is just equal whatever your position in this organization. And by that I think everything else good will follow if we're going to preserve the kind of culture we have. I've never heard of a company as happy as VBP. Indeed, VBP is the place to be.

-Brylle Amorado

It may be a cliché always hearing about family when it comes to our culture, but that's the truth. I think the huge difference we have from other "cool sounding" values is how realistic and applicable our values are. So, it means that when we think about our value, it can then be applied to almost everything be it inside or outside the office. It is so specific and easy to understand that it is so easy for all of us to apply.

-John Restaurino

VBP Culture is Family. Everyone is a family, no one is superior than the other. We may have differences but everyone is respecting each differences. This is what I love the most with VBP and I am hoping this will continue as we grow towards success.

-Joanela Dela Cruz

VBP has a culture of respect and acceptance to the diversity and difference of each individual which brings us together into one family. This type of culture for me is a treasure that is worthy to be cherished.

-Qesamay Lou Barit

"Always efficient and goes the extra mile.

Antholette is an asset to our business.

I wish we could replicate her!"

*Greg Danstan
Prime Partners*





The Koala Huggers are slow to build momentum. However they exhibit brilliance in their performance when enough stimulus is introduced through their collective consciousness. They are the perfect embodiment of the creature that sleeps 20 hours in a day. Perhaps a bit too lethargic but they are definitely not to be underestimated.



Wombat Silencers is a team that are literally silent, but deadly. We are a team who knows our priorities and make sure that we are able to cater them all. We are resourceful and can be competitive at times. We encourage our teammates whenever someone is in doubt, we know how to appreciate the effort of our teammates whether we win or lose and we know how to have fun and enjoy.

TEAMWORK has always been our secret ingredient. We, as a team, never failed to encourage everyone to do their best in all of the activities and games we have played and participated in. Our mindset revolves around the idea that winning or losing doesn't matter as long as we are able to enforce camaraderie within the team members and impact each other's lives, in one way or another and we believe that it is a big step forward.



What's unique about our team is that almost ALL of us are very competitive – that we all want to win and we always want to be on the top. That is why in every activity we give out our best and always put our best foot forward. Also, a lot of them are selfless – wherein they always give way to others if they think that would be the best decision for the team.

CULTURE AMBASSADORS

"I am happy that they've given us the empowerment to lead. This is a big responsibility that we need to fulfill. As a culture-led business, we need to make sure that the culture is lived by the people who are part of this company/family."

-John Restauo

"I felt I'm an essential part of the company. As ambassadors, we're expected to use the mission rather core values and instead of sitting on top of it, we live up to it to promote ourselves and for the mission's sake. Then feel responsible for the outcome."

-Venus Pagobo

"It's an overwhelming feeling to be part of the Culture Ambassadors, because not only that I have always been involved in people engagement, but this is a kind of job that is about people and to ensure that our people remains to be happy at work."

-Meek Ramas

"Being handpicked by the management, I felt the trust they have for me and I encourage me to share my skill the best way I know. In a family focused environment, I don't find it too hard since I am enjoying and at the same time delivering what was asked of me to do. I will always be thankful of this responsibility and given the chance, I would love to play this role over and over again all for the glory of this beloved company I call FAMILY."

-Sarah Almeda

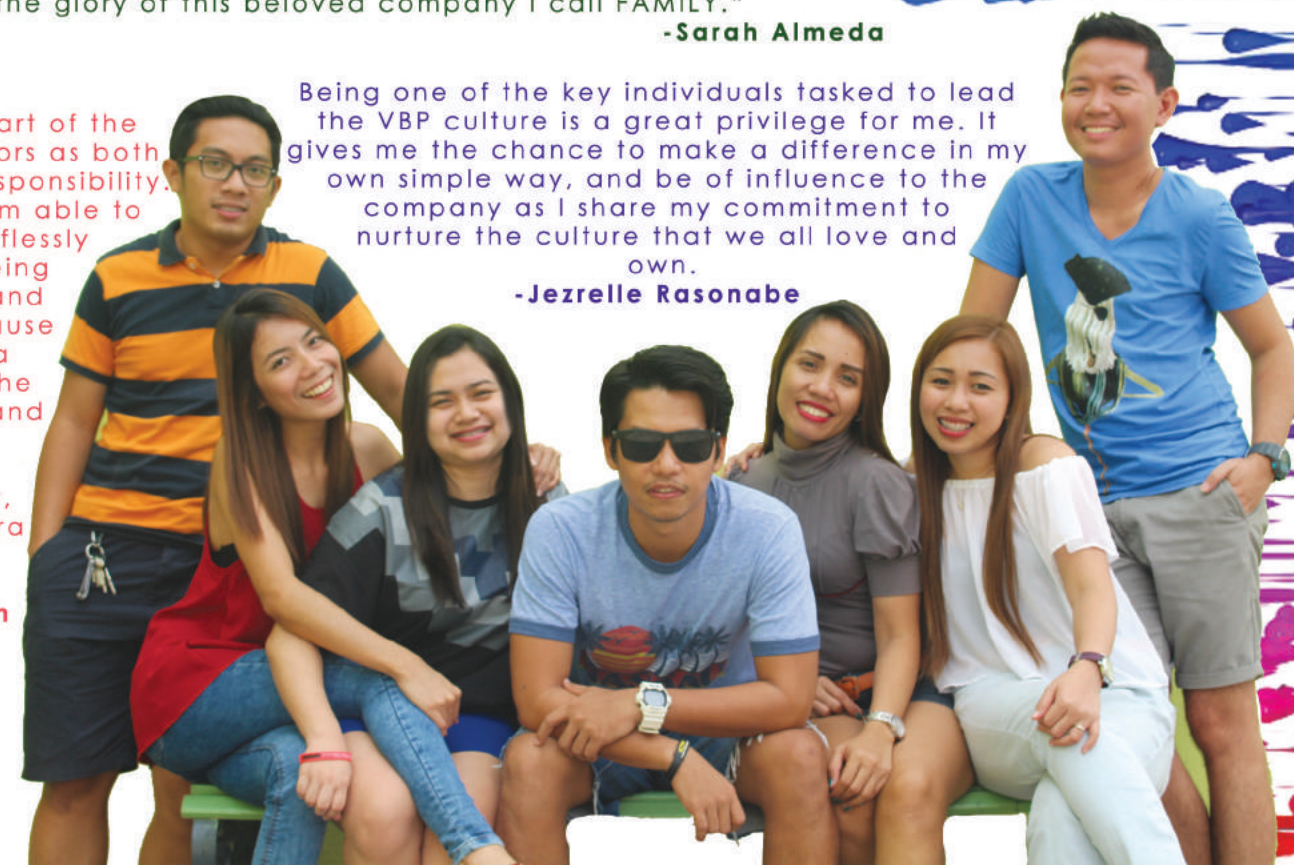
I consider being part of the Culture Ambassadors as both an honor and a responsibility. Honor because I am able to lead and share selflessly the core values being inculcated in me and responsibility because one should have a heart to embody the company culture and core values.

As they always say, do little things extra ordinarily well.

-Chowdee Tugaoen

Being one of the key individuals tasked to lead the VBP culture is a great privilege for me. It gives me the chance to make a difference in my own simple way, and be of influence to the company as I share my commitment to nurture the culture that we all love and own.

-Jezrelle Rasonabe



VBP culture for me is being able to have a work-life balance. I find it really amazing to be with a company that not only provides great opportunities to grow both personal ly and professionally; but also provides activities that makes the workplace interesting.

-Giovanni Hermoso

Why Does Time Fly When You're Having Fun? This question is relevant now for it has already been a year since I worked here at VBP. Yes, time flies by so fast when you are enjoying yourself. Every day is not boring. Monthly events which really has gotten everyone on its toes thinking what would be the activity for the month. VBP will be the go-to company and in the near future - the best company to work with in the Philippines. The stage is set for VBP and I am one of the lucky ones who have the first-hand experience of what it's like to be here.

-Christian Roque Cesar

I can say that ever since I became a part of the VBP family, I have been filled with positivity. I like going to work and I didn't mind waking up early for the 7 am duty. I am very happy with my colleagues and my client. I can say that being in VBP is one of the best decisions that I have ever made.

For me, VBP is not just a company but a second home. Whenever I come to work, I feel happy, comfortable and safe. VBP made me realize that a job doesn't have to be all work but that I can also have fun while working. I am thankful every day that I am part of this family and will forever treasure the people I work with.

-Kimberly Tampus

In our company, work isn't the only focus. Work is just a part of the big picture. There is live, work and play integrated into one. That is the VBP Culture.

LIVE – Every single employee is free to express themselves through the clothes they wear to the office, owning and decorating their desks, exercise using office workout materials, prepare food they want in the pantry, bring their children in the playroom, party on Fridays etc.

WORK – Employees grow personally and professionally through constant trainings and the nature of the given tasks (employees not following a strict flow of process but thinking outside of the box). And of course, there are the relationships built with clients.

PLAY – We get to let out our inner child through the various activities organized every month. It sparks creativity, teamwork and emotional satisfaction. Employees get the fun. Prizes and other form of rewards are just bonuses.

-Mary Angeli Bas

VBP culture is a family-oriented environment. The openness that it has makes it even more interesting and this what makes VBP a perfect working environment. I love the family spirit and the feeling of comfort and security.

-Cristine Villamor

Being new to a certain company is a challenge. You will have to make new friends, get used to the new working environment and adjust to the company's culture. I wasn't referred by anybody. I didn't know anyone. With my few weeks here, I noticed a huge difference from being in a call center. The difference specifically is the fact that we are more like a family here and everyone shows you willingness to help.

-Khrizia Diamante

People are welcoming and we are free to do the things we want to do without being controlled. The bosses are awesome and the support system is highly recommendable. This is the first time I experience coming to work without dragging myself. I'm so happy to be at VBP!

-Rosielyn Godinez

VBP Culture for me is FAMILY and VBP to me is HOME. What made VBP stand out from other companies is that here, we consider everyone as part of the family. We love our work, we don't discriminate, we are open to one another, we have the coolest bosses and colleagues, we get to be ourselves and a lot more.

-Carla Angelica Restaurro

What makes us different from most companies is our purpose - the reason we are living the values. Company activities are being done just to give time for people to relax from their stressful jobs, and not really to make the team relationship or the individual better.

-Chyrell Delos Reyes

What's good about being with VBP is that everyone will empower you to learn so you can show and develop your abilities which bring out the best in you.

-Biena Fe Dela Cruz

A bunch of happy employees who feel that what they are doing matters is always greater than any set of rules, programs or activities. As an employee, I feel that my voice is heard and is not restricted by too much management control. This level of freedom and empowerment creates confidence and improves the morale of an employee like me.

-Defney Betinol

In VBP, all are equal. We can address our issues to the management and they would take it in to consideration. I'm happy also with the culture that we have here in VBP for this boosted up my confidence and interaction with my clients.

-Dasmine Fermin

VBP Culture is intense for I can't wait each day to go to the office and get the job done and having a good time while accomplishing every day's task. We have the freedom and we are driven to perform beyond expected. Personally, it brings out the best in me naturally, and that matters the most.

-Mark Lim

VBP culture is all about team work and unity in achieving the companies goals and mission. Each and everyone in the company matter and they play a big part in whatever success we have achieved and about to achieve. That is what I like about VBP. And I intend to make this company the place where I will flourish.

-Karen Sanchez

VBP culture is the combination of autonomy & synergy. Add it up with a fun and friendly environment and it makes VBP culture different from other companies. It is also a privilege to be working with open-minded people, which gives you the chance to share your knowledge, learn new knowledge and ultimately, grow as a person both inside and outside the workplace.

-Dabben Ludag

VBP is everything to me - as of the moment - next to mom, dad, and my siblings. When you do things voluntarily – with all of your heart – without expecting something in return. When that 'something' turns to 'everything' that even the most expensive badge can't measure.

That's love and dedication, in one. I don't know how to call it, but it exists here in VBP.

-Paulo Salada

Only here in VBP that I was able to experience a real life & work balance. This keeps VBP apart from all the rest and this is precisely why VBP has a very low attrition rates as people here would like to stay as much as they could as only here we're able to find an OFFICE where we can also call HOME. And yes, not to mention the Friday afternoon with drinks.

-Jeffrey Seneño

We may be different in some ways but there are common things that we enjoy like going outdoors and have adventures. My belief systems, cultural traditions, and special events have made me a happy person who is fun to be around and who can have a positive impact on others.

This is what VBP culture means to me.

-Rhea Gaviola

Employees are given an atmosphere where they can showcase their skills, talents and capabilities. We are in an environment where we don't have to pretend to be somebody else to fit in because we ourselves create the culture to fit everyone in.

-Lai Devena



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|-----------|---------|---------|---------|---------|--------|
| Sarah | Carling | Meek | Def | Ruby | Sting |
| Doore | Randel | Theo | Riga | Dai | Armand |
| Journey | Xty | Myth | Chem | Macky | Ma'an |
| Bej | Shi-ann | Qazgy | Dade | Uen | Thea |
| Jayvee | Dabz | Chelo | Leigh | Ann | Fateen |
| Shirley | Tonette | Onin | Khimey | Krish | Edz |
| Chris | Shella | Lissa | Qel | Bing | Kimmy |
| Chy | Mike | Lynd | Ded | My | Sam |
| Lai | Saenny | Jojo | ZnerQy | RB | Judy |
| Aphrodite | Dul | Tin | Mayette | MD | DC |
| Kevin | Kaye | Das | Biena | Gary | DD |
| Uel | Dat | Carress | Bing | Dinah | Renz |
| Nene | Benot | Rona | Louies | Israel | Frosty |
| Ralph | Peggy | Sue | Dess | Dulie | |
| Nessan | Bbgirl | Tengs | Kurt | Uenyen | |
| Pearl | John | Joel | Drin | Depoy | |
| Gio | Cindy | McCoy | Uog | CD | |
| Leo | Lailani | Karen | Dar | Sheena | |
| Nate | RR | Uao | Ishan | Mai-Mai | |
| Kay | Jeffnox | Chrisal | May | Charish | |
| Aping | Den | Mishe | Camille | Renz | |
| | | Den | Uang | | |
| | | Ran | Bar | | |
| | | Bryton | Karla | | |
| | | | Pau | | |



"I have nothing but compliments for **Mary!**
She is fantastic and I really value her support!"

I can definitely feel that she is much more confident in actioning/follow up tasks with less assistance from myself, i.e. when she gets struck, rather than waiting on a response from me she will try difference avenues to solve the problem."

*Mel Duff
Bravien Financial*

Though VBP has been evolving, the core values still hold true within the family up to the present.

Life in VBP is incomparable. Any company can be both "work and play" but what makes VBP stand out are:
the freedom we are enjoying, the respect between each other, the sense of belonging, the help in times of need - personal or work related, the recognition of our best practices; thus everyone works happily and provides excellent service.

-Aphrodite Dioson VBP has shown and is showing how great we can be and how we are at our greatest when we are working with and for each other. VBP is blessed with a management that has been doing an excellent job in taking care of its people. I believe VBP is unique in a way, with its wisdom that it is in taking care of your employees, is the best way to take care of your clients and your business. I am very grateful to be part of such company with a great spirit, a spirit that is forged and is flourishing with the spirit of individuality, passion and commitment of each and every one of us to this family. VBP is us, and it is reborn week by week with every additional member to our great and growing family.

They say, if you love your workspace, you'll love our work a little more. I consider VBP Culture as one of the reasons why I love to wake up every morning and look forward to all the tasks that I will do for the day. VBP has its unique characteristic to integrate work and play which makes the whole environment a pleasant place to work on. Aside from the fun at work, VBP is a great place to learn and grow. It develops programs to help its employees grow professionally by holding different seminars and trainings. VBP's main assets, its PEOPLE, are valued and taken cared of. The employees on the other hand felt their importance and do their best in their job. That's the thing why VBP keeps growing and growing.

-Shirley Carao VBP Culture? It's where you don't see people dragging themselves to do what they are expected to do. We work with integrity and so we gain respect and are being valued. People are embracing diversity which I believe - if well-maintained - would lead to achieving the company's B-H-A-G (Big.Hairy.Audacious.Goal). There's something about VBP Culture that creates nostalgic feels. It's like there's a sentimental feeling to reminisce when people leaves and does an urge for them to come back.

-Perlyn Gumahan

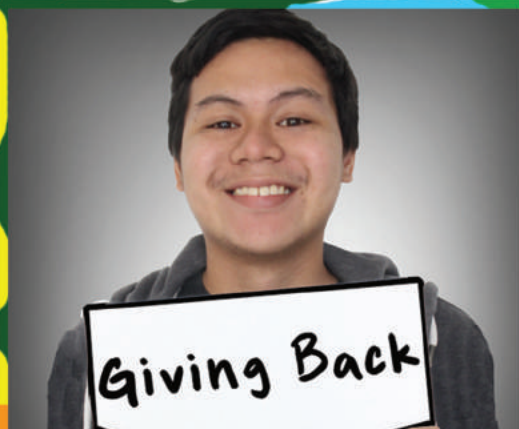
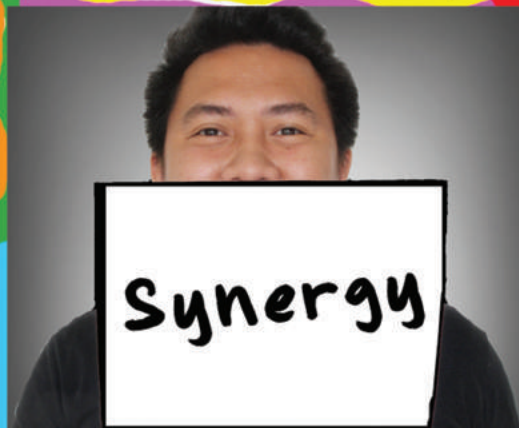
VBP culture doesn't make me feel like I'm going to work. The fact that we won't be judged of who we are and we can freely express what we feel about our work or anything is enough for me to stay longer in the company. This is the only company that makes me feel like I'm going to my 2nd home every day.

-Saenny Mongaya

"Thanks again for all the work you are doing **Gio**, I mainly get very positive feedback from all the planners in relation to the process, the friendliness of the staff and the quality of the output so I am very grateful for all of that."

*David Vorlander
Oak Financial*





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The idea of this book came from Tony Hsieh, from Zappos.com and we acknowledge Zappos for their inspiration for running a culture-lead business and for the idea to create a Culture Book to capture the feels and event through the year, akin to a school year book. We hope you enjoyed...

Learn more about our Culture!



<https://www.facebook.com/vbpbackofficesolutions/>

More detailed testimonials from our clients



<https://www.virtualbusinesspartners.com.au/testimonials>

Learn more about working at VBP and Zappos family



<https://www.zapposinsights.com/about/zappos/our-unique-culture>

