



# CULTURE BOOK

Why The Culture-Led Business?

Our Culture is Our Brand

Client Experience


VBPeepz Testimonials



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**David Carney**  
Chief Executive Officer

As we started to grow, we asked ourselves, how can we sustain this culture? How can we remember it while simultaneously inspiring ourselves for the next year? Our answer was the **Culture Book**.

The culture book is a collage of unedited submissions from employees sharing what the VBP culture means to them. It's packed with each employee's idea about our culture, as well as photos, our core values and more.

We hope you enjoy the 2017 edition of the VBP culture. Inspired originally from Zappos (zappos.com), whether you're the CEO, or just started yesterday, everyone has a place in the Culture Book. Like a yearbook, the VBP Culture Book is a snapshot of the past year through everyone's eyes.

It also is a reminder of our Employee Brand Promise, which is employees are given the opportunity to **flourish**. As a member of the VBP team you will be **challenged and tested at times**, but you will always feel **valued and treated with respect**.

You will be part of a **unique culture that encourages you to be yourself and have some fun**. We don't want to motivate you, we want to **inspire** you.

#OurCultureisOurBrand

FOR  
REWARD

# CULTURE PYRAMID







# CULTURE Ambassadors

As the company's culture keepers, it is our responsibility to be the mirrors of the company's personality.

To be the role model that everyone should look up to.

To promote and live up the core values set by the company.

To maintain the environment that VBP has established amidst its growing number and diversity.

To ensure that everyone is living up our unique culture and foster camaraderie through fun activities.



## We are the heartbeat of VBP.

Our company lives and grows through these core values.  
This is our culture and our brand, from which we develop our business strategies.



### *Integrate Work & Life*

We don't think work as work and play as play, it's all living



### *Release you Inner Child*

We encourage you to have fun and reduce your inhibitions.

### *No Big Wow*

Anything worth doing is worth doing with WOW.



### *Your Opinion Matters*

We encourage you to contribute your thoughts on how things can be done better.



# Core Values



### *One World and Family Spirit*

We embrace diversity, respect each other and treat each other like family.

### *Build Open & Honest Relationships*

People do not care how much you know, until they know how much you care.



### *Find a Better Way*

Have the courage and resourcefulness to spark change – to make better our service offering, our people, our place.



### *Be Humble and Gracious*

Life is not just about being the best in the world but being the best for the world.



### KOALA HUGGERS

A talented and competitive bunch with a lot of sass and attitude to boot. Never underestimate these Koalas, when triggered, they can crush you with their hugs, that is if their cuteness can't get you first.



### WOMBAT SILENCERS

A group of diversified skills and talent coupled with enduring enthusiasm and a team to be reckoned with. Facing challenges head on, raising the bar each time as we give our best in every endeavor.



### TAZMANIAN DEVILS

Just like the animal they are named after, the Tazmanian Devils are feisty and competitive. They don't back down from any challenge and will do what it takes to come out on top.



# THE SQUADS



### DINGO WANDERERS

A group of talented individuals with different capacities and different personalities smashed together in one awesome squad with one unwavering belief - being on top is just an icing on the cake, the Culture Cup is always about the bond & the relationships we build along the way.



### PLATYPUS THINKERS

A competitive bunch where each one contributes to the success of the team - giving out ideas and helping out in execution, whilst still having fun.



### WALLABY KICKERS

We always strive to be the very best in everything we do and go beyond our limits. Wallabies never back down on a challenge and would not let anyone get the best of them.

## INTEREST GROUPS



Caring Kangaroos



Gaming Kangaroos



KDramaPedia



Shooting Kangaroos



Smashing Kangaroos



Tiny Ballers



Trekking Kangaroos



Trading Kangaroos



VBP Choral



# Dating game



# 2F Office Launch



# Culture Camp Opening



# Trashion Show





# Buwan ng Wika



# Sportsfest



# Uniform Day

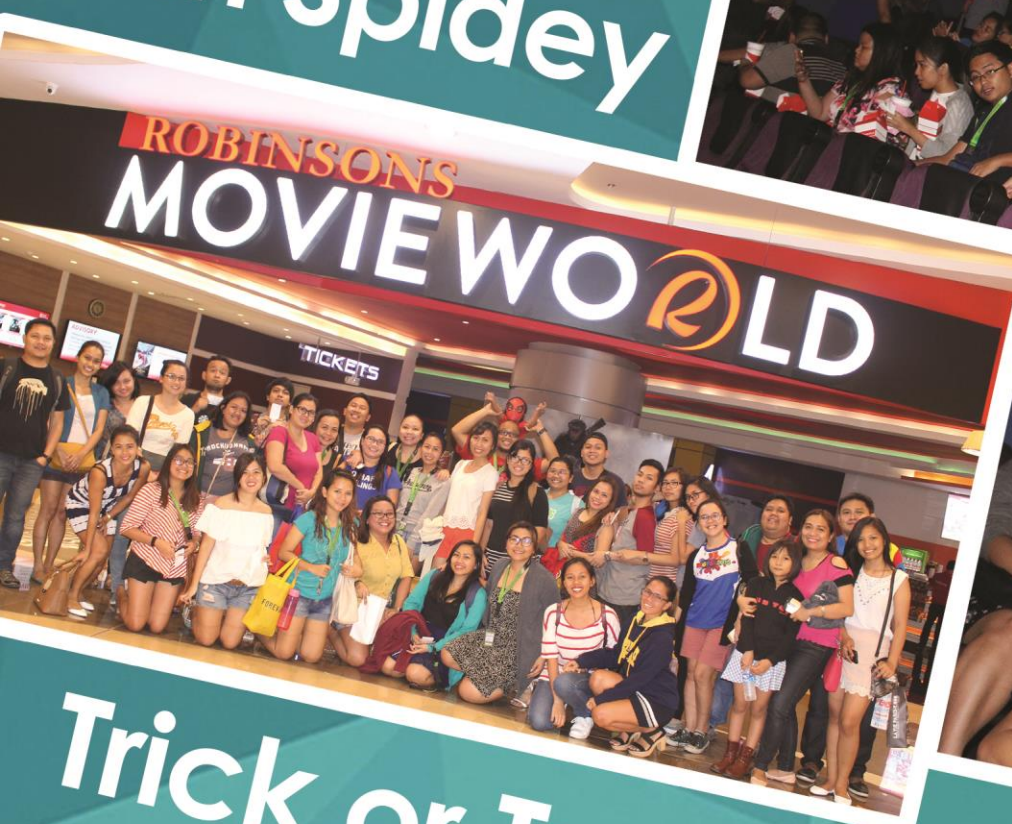


# Retro Dance





# A Date with Spidey



# Trick or Treat



# Conference



# Asia CEO Awards





# HArtwork

Aside from working hard on our daily tasks, we are encouraged to retain our love for the arts — perpetually imagining a more colorful VBP through the eyes of a child.



CEBU ROOM



PLAYROOM



SYDNEY ROOM



PACIFIC ROOM

## The HArtists



admin

marketing

our expanded service

bookkeeping

paraplanning



Christmas Party 2016 Coachella



Caring Kangaroos



Our Culture  
is Our Brand

Awards Night 2017

3 Year Celebrants



# WHY CULTURE-LED?

by Jezrelle Joy Rasonabe

**C**ompanies aspire to keep their hires – that's a given – but what does it take to keep employees? More so, what does it take for employees to leave?

Much like perfecting ways to be the best parent, keeping employees is a long mystery. One which CEOs will always battle to solve.

One organization has their secret, another company has their style – in VBP we have our culture.

Built around 3 years ago, VBP is a company shaped to help Australian financial planners have an effective and cost efficient business.

Yes, it all started there. From 1 hire, turned to 3, a few more came on-board, and now fast-forward to 3 years after, the company grew to a total of 175 employees.

The growth seemed smooth and easy. Well, it was. And still is.

VBP focuses its energy and resources to keeping its employees interested and valued, hence keeping them happy.

See the goal here, is to create the best place to work at in Cebu – a place where everyone's comfortable, confident, and respected. A workplace where employees have the authority to be the best at what they do, and where bosses have their ears listening to concerns; always willing to resolve them.

However, with all these trouble, we ask “why?” Other companies seem to get by without monthly mini activities for their employees to engage, they seem to be fine without reward systems acknowledging their

employees' little wows. They look flourishing even without beer-and-chips Fridays or birthday treats from their bosses – in fact, they look successful.

VBP is a culture-led business because our strength is in building relationships.

Beyond transactions, employees build trust and friendship with their clients. Beyond professionalism, employees build respect and connections among each other. Beyond work, employees integrate their lives to do what they do best.

VBP is a culture-led business because our focus is in creating a workplace suitable for growth and fun.

VBP is a culture-led business because our goal is to keep self-leadership, self-confidence and self-trust, the values by which our day-to-day tasks are aligned with.

Among so many other reasons, VBP is a culture-led business because we are allowed to be ourselves – to do things the way we see fit, to have fun when there's fun, and to contribute when we know a thing or two.

So back to our first question, what does it take to keep employees?

Honestly, we don't know. Yet.

The best thing VBP has done is to make us feel valued and allowed to bring in our true selves. If we say goodbye, our bosses give us their blessings. Then if time and circumstance allows, we are assured of a “welcome back”.

Personally, I think that's one great culture.

Easily comparable to our parents – they nurture us with all the guidance we require, they provide us with our needs [and our wants], they cultivate our potentials to get us ready for the world, they allow us to make mistakes, they reward us when we are accomplished – and when it's time to leave home, they're heartbroken but are happy for us.

Again, I think that's one great culture.

And for each of us, we know why.



## Take our word for it. . .

*I love how each person's opinion is valued in the office and how VBP encourages growth in terms of just being able to know your limitations and getting the right support and help you need for you to improve.*

**- Isay Ballena, employee since October 2016**

*VBP Culture is a culture of shared acceptance of other people's uniqueness with a common passionate drive to help one another to do more for the success of the team.*

**- Leo Infante, employee since June 2014**

*What I like about VBP is, I can be myself and I am confident to go to work everyday. The relationship we share in the team is not as ordinary workmates but a FAMILY.*

**- Riga Tablada, employee since May 2016**

*VBP Culture is not leaving someone else behind, helping each other out like what families do.*

**- Shairah Bacus, employee since March 2017**

*VBP Culture is achieving unity despite individual differences - employees and management treat each other as family working together towards common goal.*

**- Charles Castillo, employee since January 2017**

*Only here in VBP have I truly known how far I can go.*

**- Kisyannah Romero, employee since May 2017**

*One word to describe it is "FAMILY". VBP treats every individual as a person and not a money-making robot. I love the fact that everyone helps each other. You don't need to put a mask on coming to work, a place where you can be happy working.*

**- Ruth Brookes, employee since January 2017**

*VBP Culture is being able to extend your hand to your co-employees who are in need. They will entertain you even if it entails them to stop what they are doing just to be able to guide you in fulfilling your task.*

**- Tats Samson, employee since September 2017**

*VBP culture is one of my work motivations. Company activities makes me want to interact with people often and enjoy work and life even better which other companies don't have. I'm proud being part of VBP family.*

**- Barb Jabello, employee since March 2017**

*I thank God I found VBP and VBP found me.*

**- Dwix Pescadero Jr., employee since May 2017**

*VBP is a great place for great people.*

**- Kaye Montejo, employee since March 2015**



Here in VBP, each day that I spent working is not a struggle as there is not much restrictions on what we do unlike in other companies where each employee is treated like a robot, programmed and pressured to do this and that. In a place where intimidation, power playing and coercion has no place, I could definitely say that I am HOME here.

**- Jeffrey Sereño, employee since October 2015**

Everybody supports each individual endeavors and never do we allow someone to fight on their battles alone. We may have grown out our different branches respectively but we still go back to our roots, the very root that keeps the bond stronger. One vision. One bond. One family. ONE VBP. That's what we are.

**- Myth Tuñacao-Maguete, employee since August 2015**

VBP help us become raging stallions. Instill in us that while we are part of a race in terms of business, we don't chase winning but rather, succeeding. A good horse is trained but a great horse is nurtured.

**- Joshua Solano, employee since October 2017**

VBP Culture for me is having a second family. It is where you can be yourself and be at your best.

What I like about the culture is that everyone respects our differences. This is the only company where I am completely happy and can confidently tell my friends who and what we are as a whole.

**- Joenela De La Cruz, employee since March 2016**

Our culture empowers us to be the best, both inside and outside the office. It is about sharing the same set of values to achieve goals for ourselves, the clients and the community. You get the opportunity to learn and grow and be yourself. And the best part is, even small wins get to be celebrated and that is not something you experience regularly in other companies.

**- Jabz Ludag, employee since August 2015**

The thing that I liked the most in VBP's culture is that we put "Teamwork" into action. Not just a set of letters hanging on the wall.

**- Kevin Saplad, employee since October 2017**

I've never felt this comfortable working compared to the other companies I've previously worked and what I like most about VBP culture is the value that it's giving to its employees. I can really see that everybody is living the VBP culture.

**- Mhark Canares, employee since October 2017**

The thing that I really like here is how life and work are being integrated. It's so rare to work in a company where we need to compromise our time on where to spend it.

**- Rayjon Umahag, employee since October 2017**

VBP culture is always into looking what's best for the employees. Other companies' focus is on making profit than keeping their employees

**- Aldrin Gornez, employee since June 2016**

VBP culture is about being yourself at work without having the need to pretend just to impress the people around.

**- Selina Almeda, employee since April 2017**

For me, VBP Culture is one of the reasons why I am still here. Seeing people helping each other despite the loads of tasks they have not to mention the fun, perks and rewards the company offers, really helps me de-stress from my crazy tasks.

**- Gesamay Barit, employee since July 2016**

VBP seeks to nurture each of us by sharing the values of family and oneness in everything we do within the company thus bringing that culture towards our clients and retaining good relations with them in the long run.

**- Paula Valle, employee since September 2016**

The feeling of belongingness and support is what I like most about VBP. Everyone looks after each other. If I could associate VBP in one word, it would be OHANA.

"Ohana means family. Family means nobody gets left behind or forgotten." –Lilo & Stitch

**- Timay Iyog, employee since September 2017**

VBP is a second family to me. One of the factor I love best is that I can approach and talk to our bosses and who are very open minded, approachable and I feel they really hear our needs and opinions.

**- Karen Valdez, employee since March 2016**

I am a believer of a work life balance and here in VBP they integrate it through having activities every month. We don't have any dress code, letting us be comfortable in the office.

**- Lizandra Padon, employee since May 2017**

It's having the genuine feeling that someone will always be there whenever you need help with something.

**- Jess Sagarino, employee since September 2017**

It's a place where its ok not to know everything but try your best to learn everything about your work.

**- Myrel Narido, employee since July 2017**

The culture that we have here encourages us to become self-leaders and to embrace what we truly are. One thing I like about the culture of VBP is that you get to have fun while working.

**- Ynna Vertucio, employee since September 2017**

It's a set of fun family-oriented guidelines for us to follow which is geared towards improving and encouraging each other to be the best that they can be as we are being working to an encouraging working environment. Picking up each other every time we stumble and helping each other better themselves every day.

**- Sam Saquin, employee since November 2016**

No "me" and "you". It's always "we" and "us".

**- Bing Godinez, employee since September 2016**

VBP culture is about being yourself – you express as you are, you dress as you are, you communicate as you are.

**- Janloy Tudtud, employee since February 2017**



A one of a kind environment inside our work place. It's kind of a virus that is good and wonderful to spread, that is our CULTURE - our culture that we are heartily upholding and will pass on to the new members of our family, our culture that will stay with us forever.

**- Dinah Iglesia, employee since Oct 2016**

VBP is a trouvaille(troovai). There are a lot of things that make a company a great place to work in but only a good culture can make a company feel like home.

**- Ruby Quioco, employee since August 2016**

What I like about the culture is that I don't need to hold back in asking help because they encourage us to do so.

**- Kathy Daquiado, employee since September 2017**

What strikes me the most about the culture is how open and friendly everyone is. There are also different activities that keep the workweek uplifting. And of course, the super cool bosses.

**- Alex Arrieta, employee since January 2017**

I can say that I am very fortunate to be a part of the VBP Family where I can't see any gap between the management and the employees. Oops sorry, we don't call them "MANAGEMENT", we call them "SUPPORT TEAM".

**- Ron Mina, employee since September 2017**

What makes VBP different from the other companies is that it's not too focused on the tasks at hand. It gives me the opportunity to balance my life as a worker and as a mother. Our culture gives me assurance that no one is left behind and we are all in this together

**- Saerry Mongaya, employee since September 2014**

VBP Culture for me is a unified bonding of the hearts and minds in the workplace.

**- Venus Pagobo, employee since July 2015**

VBP Culture can be spelled in 2 words - RELATIONSHIP & CONNECTION.

Clients treat with you with respect, confidence and with authority. Here, we are action/output-oriented while molding the inner/core values. There's always the balance of work and play.

**- Cindy Salado, employee since November 2015**

VBP Culture for me is like a mother's embrace. It is not too tight that it suffocates, and not too loose that it isn't felt.

**- Doore Amodia, employee since October 2017**

For me, VBP was an opening for people to grow more into better versions of themselves - where they get to discover themselves and life with no limits.

**- Shana de Leon, employee since August 2017**

I have worked in other companies, but this company is the best. This will be the last company I'll work with. I would like to take this opportunity to say "Thank you" for giving me free Maxicare for my son. It is really a Big Help knowing my partner isn't working and I am the only 1 working to provide their needs.

**- Mike Mirasol, employee since April 2014**

For me, the VBP culture allows us to grow both personally and professionally while at work. The work structure and great office environment decreases the chances of us getting over worked and over stressed.

**- Marv Estrera, employee since September 2017**

VBP is a place where I feel comfortable working with. I admire the people and its culture. The bosses are very cool too, which I like the most.

**- Daryll Calumboy, employee since July 2016**

The employees are given value and are being listened to. Everyone is given equal opportunities.

**- Mark Zamora, employee since July 2017**

VBP Culture for me is a family-oriented. It means that we can't feel any gap between us and the management as well as with our clients. Everyone is treated as a real family, everyone is involved in every events even if we are too far from our clients. Our management really cares about our feelings and problems that we encounter.

**- Marjorie Yanson, employee since Feb 2016**

The positivity and fun that I've experienced in my employment here so far is something that I really like. I also like the support that I am getting from my team, from my CSM, and even from my clients! I feel like someone who matters and not just some random person who's only job is to take calls.

**- Dray Gaviola, employee since April 2017**

The Culture inspires everyone to be the best version of themselves everyday inside or outside of the office.

**- Pinx, employee since June 2017**

VBP culture is made by heart. Business is about growing your profit, but VBP is about growing your family. There is nothing more valuable than a family.

**- Cristine Villamor, employee since February 2016**

It's like I'm working but it feels like home. Home where everyone belongs and that my opinion matters.

**- Bev Magnetico, employee since July 2016**

I was really happy seeing clients visiting Philippines last August and meeting them will be one of my memorable stay here in VBP. Seeing how everyone is valued individually and how people go out of their way to make you comfortable in the office makes this company different from the rest.

**- Gelo Chiu, employee since June 2017**

I can conclude now that I made the right decision of joining VBP. My pay from my previous job was probably 60% higher than what I am getting now, but it is the working experience that matters. I've been here for 6 months now and I never experienced dragging my ass to work - this must mean I am happy.

**- Allan Amoroto, employee since May 2017**



The people here are just simple and you can be who you are. And you can always reach out the people from the management.

**- Chrisal Kilat, employee since April 2016**

We share a One Family Spirit and Open Relationships, where everyone can show and be who and what we are. Our culture helps us grow and be the best that we can be professionally and personally.

**- Malou Simborio, employee since March 2017**

Our culture focuses on the well-being of the employees and not just the business. Guided by our core values, We build relationships with our clients even though they are not here physically with us. We treat them as we treat our own families.

**- Neil Elmo Doguiles, employee since May 2017**

VBP Culture, for me, is recognizing what I am, what I may become, and what I can be both personally and professionally.

**- Glendalynne Pino, employee since October 2017**

VBP is my second HOME. My second family. In relation to this, I wanted to thank DC and DD. My mom recently was admitted to the hospital due to Pneumonia and all of the hospital bills was shouldered by the insurance. Not even a single penny came out of their pockets. It is because of the insurance you have provided us. Once again, THANK YOU!

**- Sarah Almeda, employee since August 2014**

For me, VBP Culture is all sorts of unique, I've always felt that everyone is welcoming and is always willing to help and even give hugs! It can literally feel like home.

**- Marielle Alfante, employee since April 2016**

VBP Culture gives me the feeling of wanting to go to the office because I know that I can be myself and I can have as much fun while working.

**- Leah de Guzman, employee since May 2016**

VBP created a culture where people not only want to come to work to, but a culture that no one really wants to leave behind – it creates a sense of commitment and with commitment everything else like family, unity and service just come along naturally.

I am very fortunate to experience a culture like this for a first job.

**- Mara de Leon, employee since August 2017**

Working here for 3 years has given me the power to contribute to the different departments, help csrs and be a valuable asset to my client. This was all possible because of the support of the people around me.

**- Christy Limotan, employee since October 2014**

What I like about our culture is that we can be who we are. No ifs and buts.

**- Jai Espoltero, employee since September 2016**

In this company, we have the autonomy to do the tasks being assigned to us. We are allowed to express our creativity not just in work but also in other things – culture squad. Aside from that, we can directly communicate with the big bosses without being judged or being looked down as “mere” employees – everyone is on the same level.

**- Kimmie Dico, employee since November 2016**

I can only think of one word when I hear someone say 'VBP culture', it's FAMILY. We sometimes argue, we may have different opinions, but at the end of the day, we compromise and understand each other, and we know we got each other's back.

**- Edah Villamor, employee since February 2017**

I am happy that after 10 years of working from other companies I have finally found a company that has everything I want. Working with VBP also allows me to spend enough time with my family. Thank you VBP!

**- Kimberly Tampus, employee since May 2016**

This culture provides a venue where we can be who we are and express our interests on and off the workplace.

**- Jasfel Espira, employee since February 2016**

I can always see or experience that everyone helps one another may it be at work or outside. I love the camaraderie that everyone shares. I also love the fact that the company considers our opinions that would benefit the majority.

**- Yasmin Masahud, employee since March 2016**

Our culture values the spirit of belongingness. We are surrounded with good colleagues that make our work life more endearing. The culture we have in VBP encourages us to behave like a family and prompt us to watch each others' back. Even from adverse circumstances, our culture brings out the best from us.

**- Glenn Entoma, employee since February 2017**

This is the place where I don't hesitate to push forward, be confident of myself because I'm not alone.

**- Vincent Fontanoza, employee since February 2016**

All employees in VBP lives as one family. The company finds way to build rapport to everyone by having a culture squad team and to not just focus on by CSM's team.

**- Biena Fe Dela Cruz, employee since June 2016**

The VBP culture for me is we treat each other how we want to be treated and we always value each other, respect and make sure that we are transparent to everyone. Unlike other companies that I have been with where everything is just “for show”, here we really practice what we preach and that is not easy to do.

**- Michael Orong, employee since March 2017**

I really like it to the point that I can say that I will stay on this company as long as this company exist.

**- Cliff Taneo, employee since May 2017**



What I feel differentiates VBP from other companies is the dynamism of its culture. Not only we, as employees are encouraged to live up to those Core Values but we are also active players in shaping it into something that is best for everyone.

**- Jon Beja, employee since May 2015**

Despite our differences - cultural, physical, age, family background, social and even economic status to a certain extent, we still manage to get along, and cultivate a spirit of unity and harmony.

**- Lailani Santos, employee since June 2014**

I have always wanted to say this to DC and DD that VBP has been more than a blessing in my life and career. For sure this is the last company I want to be with.

**- Sam Israel, employee since April 2017**

Our culture promotes personal and interpersonal growth as I'm inherently an introverted person really helped me come out of my shell and shine.

**- Jefferson Lim, employee since October 2016**

Unlike other companies, VBP feels like home. The wonderful people here make the workplace so homey. Everyone basically feels like family, even the upper management and the bosses.

**- Thea Itong, employee since November 2016**

Autonomy - We are given a "choice" which provides a feeling of self-determination. With autonomy, there is a feeling of "built trust".

**- Adrian Baylon, employee since May 2017**

It's different from other companies in a way that VBP really cares about their employees.

**- Ma'an Alicante, employee since November 2017**

VBP's culture is a way of life. You could always work for a living but you can never match a work that makes you feel alive.

**- Anne Reynes, employee since May 2017**

The sense of belongingness that I feel towards our Culture is the same magnetic force that encourages me to become a better version of myself each day.

**- Jinky Lopez, employee since March 2017**

What I like about our culture is that the management is treating each employee as part of the family, taking care of our needs, making sure that we are comfortable with the environment we are working in.

**- Mary Agnes Encia, employee since September 2015**

I am here in VBP for less than a month and in all my years of working I have never been this excited to go to work, honestly!

**- Therese Frio, employee since October 2017**

VBP is like a faceting machine where everyone is placed to grow, be nourished, and come out polished and shining like diamonds and that's what we all are as every person in this company is treated equally and with great importance.

**- Karla Gelicame, employee since July 2016**

In VBP, you can't feel the hierarchy unlike other traditional companies.

**- Dawn Nisnisan, employee since October 2017**

Wear what you want, do whatever you want on your free time, free beer every Friday, have a flexible working time, and knowing people do not only see you as a workmate, but as their family.

**- Ednalyn Banog, employee since November 2016**

VBP's culture is a feeling of openness and confidence, a sense of boldness and fun. I was a fresh grad when hired in VBP, and since then, I never thought about leaving.

**- Jezrelle Rasonabe employee since September 2015**

We do not have the typical Filipino work environment set up. I feel like I am working at home

**- Jeffrey Betinol employee since May 2016**

A spectacularly one of a kind place to work where you can find yourself relaxed while working and learning at the same time!

**- RV Dimaguila employee since September 2017**

Having holiday on Christmas, we get to play pingpong in the office and have lotsa beer and chips every Friday for free. My friends are kind of envious of our workplace

**- Brylle Amorado employee since June 2016**

To me, being part of VBP means that I have a family at work. It is less stressful and enjoyable than any other company I have work for.

**- Jasmine Fermin employee since October 2014**

The new skills that I have learned through my tasks here in VBP & the activities that I have joined into prove that I can do something better which I didn't know I'm capable of doing.

**- Mae Ann Naveo employee since July 2017**

Everyone's opinions matter and no one is considered "just an employee".

**- Camille Sihay employee since July 2016**

Our culture is how we go through our day to day tasks accomplishing them to the best of our abilities to give good service to our clients.

**- James Solis employee since February 2017**

You don't need to pretend and just be yourself in VBP.

**- Bryton Cabanes employee since May 2016**

Here in VBP, we are not just co-workers. We are a family. Stress will never be an issue here in this company because there's always things, gatherings and support that will lift up our daily downs.

VBP is one heck of a treasure I'm proud of keeping. As I've said before, I love VBP. And I still am in love with it.

**- Susa Cardino employee since February 2016**





clients experiencing  
**C E B U**



Another great week by **Barbara**. everything running smoothly and on time. I never need to be concerned or follow up. Barbara providing great feedback on our work processes. I also value her opinion on future business plans.

- *Shane Lawler of Core Value*



**Myla** is not just an order-taker. She is humble, always keen to help, open but honest, not afraid to provide her opinion to improve system and process. With Myla's help we were able to establish clear P&P and cost effective administrative team structure to better support our Advisers. Myla certainly is a problem solver and a great communicator. We value Myla and she is doing an excellent job and our clients love her.

- *Dawn Huang of Navwealth Financial Group*



**Jenine** is always very efficient, she has been a pleasure to work with on all occasions and I look forward to continuing to work together. Jen has easily picked up all tasks we have assigned her. She is great at asking questions if she doesn't understand something and with time I know her skills will continue to improve.

- *Cassandra Mann of The Hopkins Group*



**Gesamay** is very adaptable and can complete just about any task. She is amazing and diligent. Lead up to 30th June was really good and May nailing all the tasks she was given. She had a really good moment when she learnt about NPS and made a survey to get us one in a matter of hours. She then collected and collated the data.

- *David Harris of Advice Evolution*



Congratulations **Paula** for winning the first ever Announcer CSR of the month award - well done on learning so much in such a short amount of time, on asking the right questions, on communicating so well. Way to go!!!

- *Announcer*



She's done well, she's very good and thorough and shows initiative in all the work she's doing so that's really good. Time is very much improved and I'm very impressed with that. The quality of data she produces when she does it is really good.

- *Katrina Ryan of Nexus Wealth Management*



He's pretty awesome! I mean obviously we want him to learn more with the back end of it so you can do more of it, but that obviously comes with time. At this stage I'm happy with how he's doing, he's doing pretty awesome.

- *Jason Clough of Wings Advisory*

**OUR CLIENTS' TESTIMONIALS**



