

QUANIFESTO

THE QUDITS MANIFESTO

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qudits

new mindset. new ways. new results

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1 Introduction

With the Quanifesto, short for Qudits Manifesto, we want to create a joint view of who and why we are within the current team, but also to give insights to future and existing customers as well as the potential new team members.

This document provides answers to basic questions like:

- Who is Qudits?
- What is our purpose?
- How do we work together?

As a living document, we invite every reader to give feedback and to share their opinion on the document with other team members at any time.

2 Our purpose

**your success
in the digital age**

We know the challenges of exponential change as well as the potential of our strong economic region – because our roots are here. That is why we are especially committed to expanding the ecosystem of the Swiss-German metropolitan regions and navigating regional organizations safely through the challenges of reorientation.

Our highly committed team of broadly-based experts is at your side in all phases of the change process. In doing so, sustainability is a central component of our commitment – now and for future generations.

3 Behind the name

Qubits are the quantum mechanical equivalent of bits, i.e. a qubit is the basic unit of the information content and can classically store two states like a 1 and a 0. But quantum physics doesn't stop there.

May we introduce: Qutrit - a qubit that can store three states, e.g. 0, 1 and 2. Analogously, a qudit is a qubit with d states, where d is greater than 2. Means: It takes fewer qudits than qubits to process the same amount of information, which drastically increases the potential computing power of quantum computers.

In other words, when things get really complex, Qudits are needed to increase quality instead of quantity and to tap previously unknown potential. And that is exactly what we want to enable our customers to do.

4 Who we are

At Qudits, we celebrate diversity and inclusion. We believe that people with a variety of backgrounds and opinions bring us forward on a business as well as on a personal level. We do not discriminate based upon race, color, national origin, religion, sex, gender identity, sexual orientation, age, physical or mental disability or any other protected status. We will not tolerate discrimination or harassment based on any of these characteristics.

Furthermore, we will not work with companies that violate the above-mentioned promise or that engage in corruption and bribery, even if this means turning down lucrative business opportunities.

Inspired by the **FISH! Philosophy**, we want to build a trustworthy environment for everybody by applying the following principles:

| We do | We do not |
|---|--|
| ... make work a passion | ... make work a torture |
| ... support each other with an open mind, sharing knowledge and experiences | ... keep our know-how and experience just for ourselves |
| ... use open and transparent communication | ... hide issues or opinions |
| ... think outside the box | ... only apply standardized solutions |
| ... work flexibly | ... work a 9 to 5 job |
| ... apply learnings and execute Lessons Learned | ... do things just because they have always been done this way |
| ... have the sense for priorities | ... work on too many things in parallel in perfection |
| ... recognize the success of ourselves and others | ... focus only on ourselves |
| ... change processes if they no longer serve us | ... cling onto processes, traditions, and systems |



The FISH! Philosophy

4.1 Our values

We summarize the above-mentioned principles in the following values that guide and influence our daily actions in our team but also with our customers. In addition to our purpose, they are the reason Why Qudits is.



Perceive People

We perceive employees and customers in their individuality. Only when we understand their context, needs and motivation on a professional and emotional level, we can formulate and pursue common goals.



Make Customers Successful

The personal success of our customers determines our daily actions. We enable our customers to solve challenges confidently and to be able to consistently develop themselves - without creating dependencies. Valuable results and trusting cooperation make us a long-term companion.



Act Integer

We always act with great understanding in an environment of politics and imbalances. Clear intentions, reliability and respect are essential attributes for us. We always remain true to these principles, even if uncomfortable decisions must be made.



Take Responsibility

In every situation, we are focused on creating added value. We always take responsibility for the results and keep an eye on the big picture.



Work with Joy

We believe that every task can be mastered with fun. An environment in which work is not only seen as a duty, is an important pre-requisite for motivation and innovation.

4.2 Our profile

Building up on our values, our profile expresses How our team members and customers will experience these. With this, we want to answer what kind of people we are looking for to join our team, what we expect from them and what new members, in turn, can expect from us.



People-Oriented

We see ourselves as a link and sparring partner for people with complex challenges and demanding management tasks. We act as a bridge between IT and Business. What makes us special is our empathy, seasoned with a pinch of fun.



Pioneering

We help convert visions and ideas into strategies and concrete results. We determine the course together with our customers. Thanks to our expertise, we are the GPS system for your location determination and course correction.



Result-Oriented

As experts in the construction of organizational systems, we are the driving force behind the consistent strategic orientation, organizational structure and agile management culture.



Far-Sighted

We help efficiently and reliably to integrate the added value of IT into your business model. We put new trends and technologies in an entrepreneurial perspective.

5 Personal growth

5.1 Being part of our team

At Qudits, you are part of a team in which you can develop and drive ideas. What we want to express is:



You are part of the big picture

Common network and resource pool create synergies, enable leverage and increase chances of market entry.



You have a home base for mutual exchange

Use individual and complementary strengths in a team to create synergies. Collaborate in a modern office concept with state-of-the-art technologies and celebrate success together.



You are participating on building a company

Independent work and scope for design around innovation, branding, services and corporate culture.



You have a flexible work and salary model

Secured salary and good social benefits as well as scaling through a variable account model and profit sharing. Flexible design of working time and place with the right consultant profile and BYOD.



You can develop your area of expertise

Providing time and financial support for relevant trainings and relief through back-office administration.

5.2 Leadership culture

We believe that everyone – regardless of their position within a company or a project – is a leader. Everybody leads everybody.

We want to enable everyone to learn, grow and become the best version of themselves. To support this, the appropriate culture and leadership are required. Therefore, we strive to lead by example considering the following principles:

- I show real interest in people
- I listen carefully, tell the truth and explain the why
- I empower and trust people to make decisions
- I discover and develop the potential in people
- I strive for high quality delivery and extraordinary results
- I set priorities and simplify work
- I express appreciation for a job well done

5.3 Decision making

At Qudits, everybody is an entrepreneur within the company. This means, everybody is allowed to and encouraged to make any decisions.

We place value in self-management and agility and thus do not follow formal approval processes. Instead, anybody in need of a decision should make that decision themselves after consulting with parties affected by this decision, e.g. if you are making a decision with a big financial impact, consult with the person responsible for finances. When in doubt if and who you should consult, feel free to ask a trusted team member.

What we mean by **entrepreneurship** is:

- Every team member takes care of their profit contribution by
 - proactively driving revenue generation, e.g. by ensuring they are working on customer assignments to their personal capacity and asking for support if needed
 - keeping their eyes open to identify potential leads and opportunities for themselves as well as for other team members in their project environment and by utilizing their personal network
 - collaboration with account managers and other experts to follow-up on potential leads and opportunities
 - providing personal expertise and capacity to contribute to respond to SIMAP announcements
- Every team member supports marketing and sales activities, for example by identifying interesting topics, preparing blog articles and sharing them on social media
- Every team member can take on additional responsibilities, roles and/or business cases, if they are interested in exploring new fields of expertise, such as Marketing, Human Resources or internal IT.
- Every team member ensures their training and education is up to date and aligned with current market needs by identifying and acquiring certifications what provide added value for their customers

5.4 Tensions and mistakes

Based on the “fail fast, learn faster”-principle, we accept mistakes and tensions as a natural occurrence in a self-managed and diverse team. However, we do not want them to grow into serious conflicts and thus aim to address them early on according to these principles:

- Everyone is allowed to make mistakes; we do not blame ourselves but instead focus on solving problems together as a team
- Everyone is open to feedback, positive or negative; however, critic should always be constructive
- We address what bothers us immediately, but we do so by starting from ourselves – e.g. “I have perceived X in this way ...” or “My feeling is ...”
- We put ourselves in the other person’s shoes and try to understand their point of view

We do not dictate a strict process on how to handle tensions, however we recommend the following approach:

1. **Solve it in person**
As a first step, we encourage our team to talk directly to the person they have a tension with in a one on one situation.
2. **Include an internal mediator**
If a tension cannot be solved by the parties directly involved, we encourage to include a trusted member of the team with the goal to understand the different and bring them together.
3. **Include an external mediator**
If a tension cannot be solved internally, we encourage to include an external mediator, again with the goal to understand the different opinions and bring them together.

6 Our collaboration principles

We believe that a common work culture is the key to increase efficiency. Therefore, we utilize state of the art tools according to the following important principles for productive collaboration in the Qudits team.

1. Central platform over individual preferences

We use Office 365 as a central collaboration and documentation platform to avoid cross-platform searches. Each area of responsibility gets their own MS Teams Channel, which can be enriched with additional features as needed. We track our activities on Monday as a central planning platform.

2. Conversations over email flood

Our discussions mainly take place in person or on MS Teams via the respective Channel to avoid email floods. However, we prefer emails for non-urgent, important information such as new tasks as messages quickly get lost in chat.

3. Joint document creation over individual versions

We prevent different versions of a document and share the status in an open way on MS Teams. This means, we attach only the link (not the file itself) to emails. Since version management is automatic, older versions of a file can be accessed, compared and restored at any time.

4. SMART meetings over stating time together

We place great value on personal contact and are aware that it is irreplaceable. Because time is the most important resource of all, we establish an efficient meeting culture according to five rules:

- a. **As few participants as possible** – we make ourselves aware of what contribution we expect from each participant before we invite them.
- b. **Infrequent meetings** – we use options for F2F, phone calls or a conversation in MS Teams instead.
- c. **When in doubt, leave** – we allow every team member to leave the meeting if they cannot contribute to the topic or result.
- d. **Preparation** – we always set an agenda and inform participants in the invitation about the expected results.
- e. **Follow-up** – we document the results and make them available to all participants.

5. Self-responsibility over rule culture

We deliberately refrain from defining a comprehensive governance to encourage all team members to take responsibility for their own actions. To stay agile and react quickly, there is no approval necessary to create new Teams and Channels.



[The 5 principles of collaborative working](#)