krios
impact matters

Culture Book

www.kriosispl.com

Dedicated to all Kriosians. Thank you for helping us make such an incredible place to work.

Krios India office locations

Nashik office
9, Shubham Park, Near Hotel Kopa Kabana, New Pandit Colony, Nashik-422002.

Pune office
Office Number 701 and 702, 7th Floor, Wakad Business Bay, Survey Number 153/1A, Off Service Road, Behind Tip Top International Hotel, Wakad, Pune 411057, Maharashtra, India

Preface

In 2016, we set out to create great things. We knew that we have to first create a great place to foster the greatness. A place where talented individuals are given freedom to create a lasting impact. At Krios, we follow certain guiding principles which are put together in this culture book.

Although the guiding principles are important, it's really your ideas, talent, energy that will keep Krios growing at an unstoppable pace. Thanks for being there. Let's create an impact.

Impact matters

What we'll be discussing

What is Krios

- Welcome
- Facts that matter
- Krios journey
- Functional structure

What we believe

- Vision
- Mission
- Krios Brand promise
- Values

Life at Krios

- Getting acquainted
- Work life
- Ways of working

What is Krios

Welcome
Facts that matter
Krios journey
Functional structure

You have taken the best career decision to join Krios. Congratulations!

As you are stepping in Krios…

Working with Krios is unique in many ways and this will be the best all round professional experience.

Whatever your past experience is, you may want to unlearn few things to learn Krios ways of working.

Krios believes in taking a decision and standing by it. Make a mistake, but don't repeat the same mistake.

We follow first name policy – no Sir or Madam.

We thrive on entrepreneur spirit. Initially, it may be unnerving. However, as you spend more time with Krios, you will start enjoying it.

We don't try to do everything.
Focus on few things gets better results.

Krios facts that matter

Krios is a IT services company providing solutions in SAP, ServiceNow, Product Engineering & Data Analytics.

300+ technology experts

Solutions by engagement type
- Talent advisory
- Offsite/Offshore development center
- Build – Operate - Transfer
- POD model
- Krios Trailblazer Program (KTP)

Office locations
- Nashik
- Pune

2 software delivery centers
- 1 in Pune
- 1 in Nashik

Solutions by technology
- SAP
- ServiceNow
- Product Engineering
- Data & Analytics

Client segments
- Enterprise clients (diverse industries)
- ISV
- IT services
- Big4 consulting

Solutions by IP
- HRMS
- Central Ticketing System

Partner ecosystem

SAP   Microsoft

We are not in a mad rush to achieve everything today. It takes time to achieve bigger things.

Krios journey (2016 - till date)

2016

Krios was born in 2016 @ Nashik

Started contract staffing with anchor client

Started development projects with enterprise clients

4 Practice BU structure formed

Pune delivery center 1 started

Partnership with Microsoft, SAP

Client wins in international market

Client wins with Big 4 Consulting, Tier 1 IT services

International offices in started

2nd Pune deliver center started

Set up our own Pune Office

Partnership with ConverSight and ServiceNow practice started

2024

Krios functional structure

Board of Directors	Leadership team	Practice team	Sales team	Marketing & Branding	Accounts & Finance	HR & Recruitment
Corporate governance	Strategy	Solution building, IP building, project delivery	Solution selling , revenue ownership	Brand awareness	Financial management	Employee lifecycle management, talent acquisition

We call ourselves as flatland as there is less hierarchy and more functional structure.

What we believe

Vision
Mission
Krios brand promise
Values

Krios Vision

Create an expanding pool of happy stakeholders globally.

Krios Mission

To build globally competitive technology solutions to offer a sustainable value for our clients and people.

Krios Brand Promise

Impact matters.
We exist to create an impact. Efforts of our employees are appreciated but the impact they create matters.

Values

Our values guide our behaviors, redirect us to the purpose, define our actions and decide how we conduct our business.

Market relevant

In the face of ever evolving market conditions and technology landscape, we stay relevant for our clients' emerging business needs and employees' ever expanding career ambition.

Responsible

We are responsible for our actions and conducting profitable business as per industry leading corporate governance practices. We are responsible for the positive business outcomes we commit to our clients. We are also responsible for the career progressions, training, professional development and welfare of our employees.

Impact

We exist to create an impact on our clients' business and our employees' career

Together

We respect and encourage diversity of opinions, cultures, people which are in the best interest of our business stakeholders and work together to deliver an exemplary outcome.

Success driven

Everything we do is purpose-led and value driven contributing to the success of our clients, employees and community at large.

Life at Krios

Getting acquainted
Work life
Ways of working

Getting acquainted

HR Buddy
When you first start with Krios, you will have HR buddy to help you with Krios onboarding and induction formalities. Your HR buddy will help you with your paperwork and tell you if there are any gaps. (S)he will set you up in HR system (we call it as SPINE) and arrange for your access, ID card, email ID, laptop.

Once you are set, (s)he will connect you with your Local Guardian.

Local Guardian
When you start working, you may need someone for small advice, direction, knowing what's right or wrong, what's acceptable and not acceptable. When you are stuck, you need someone who will navigate you on the right path. He is your mentor and guide. We call him your Local Guardian.

Helpdesk
For your transactional needs on HR, admin, payroll we have a helpdesk which is open from 9.30 am to 6.30 pm on weekdays except public holidays. You can raise a ticket and your issue will get resolved with this SLA driven helpdesk. Your HR buddy will set you up on helpdesk system.

Work life – How we work

Feel excited

We feel excited about the work assigned and do our best to complete it as per the schedule agreed. We are open to give constructive suggestions to deliver the better outcome.

Manage expectations well

We spend good time in understanding the expectations of the work assigned . We discuss and ask questions. No question is trivial. We set realistic expectations about the schedule. We do not over promise and under deliver.

Communicate

Sometimes we over communicate. If we are in doubt, we ask questions and get answers. We do not make wrong assumptions. We validate our assumptions. We always work in small sprints and validate the deliverable before proceeding to the next deliverable.

Work hard, play hard

We try and unwind with our co-workers after a stressful workday. We build the good working relationship with our peers. No back biting. No office politics.

Work timing

We do not encourage late working or weekend working. There may be exceptional situations. But if this happens frequently, then we revisit our work plan. Our standard work timing is 9.30 am to 6.30 pm, 5 days a week.

Communication tools

Teams and Zoom is our official communication channel for quick chat. We use it for effective work collaboration.
We create temporary WhatsApp groups for specific assignments/interest groups if required and use it for official communication only.

Work life – How we work

Breaks
Taking breaks is acceptable and we are conscious about the frequency and duration of breaks without compromising on the daily work deliverables.

Open seating
We have open seating plan without cubicles. If we wish solitude or want to huddle up with the project teams, we do have conference rooms and break out areas.

Data privacy and confidentiality
We take data privacy and business confidentiality quite seriously. We don't discuss our projects or clients in public. We use standard ISMS guidelines for data security.

Fun Friday
We get together every month for an hour to play games. This is the best time to unwind yourself – expand your network in the office – and have fun.

Diversity
We have 40% female workforce. Krios is open to recruit women who have taken break for family reasons.

Inclusive
Krios believes in inclusive employment and encourage candidates from non-metro cities to get into mainstream IT careers.

K- University
Krios University offers several technical and business courses for upskilling, reskilling.

Work life – How we work

Give feedback on appropriate channel

We provide feedback on Glassdoor, Google, Ambition Box on what we like about Krios. If there are any areas of improvement, we are equally vocal about

Keep work area clean

We have a clear desk policy and keep our work area tidy and clean. We decorate it as per our personal choice, but do not make it too overwhelming.

Cafeteria

We do have cafeteria and places reserved for eating. We do not carry food at our desk. The food at cafeteria is self sponsored.

Recognition

Krios believes in appreciating the impact created by its people and felicitates deserving people with Krios Impact Awards.

Annual fest

We celebrate annual fest wherein all are requested to participate and enjoy. This is the best opportunity to know the lighter side of our co-workers.

Ways of working – Our policies

Code of Business Conduct

As a highly ethical company, Krios has defined its 14 codes of business conduct. These codes define the way we conduct our business. Refer 'Code of Business Conduct ' policy document for more details.

Onboarding and induction

Refer 'Onboarding and Induction' document for document requirements.

Referral policy

We encourage Kriosians to refer their friends, professional network to Krios for employment. We offer up to 20% of monthly salary as a one time referral bonus. Read ' Referral policy' for more details.

Attendance

Attendance tracking is important as it has direct impact on client billing. Read 'Attendance policy' for more details.

Leave policy

Kriosians are eligible for 12 days leave in a year. Read 'Leave policy' for more details.

Helpdesk policy

All payroll, HR, admin queries are resolved through Krios helpdesk. Read 'Helpdesk policy' for more details.

Asset management policy

Krios provides laptop and connectivity devices for official work. Read ' Asset management policy' for more details.

IT and software installation policy

All software installations on any Krios laptop will be done as per Krios 'IT and software installation policy'.

Work from home policy

Kriosians follow 'Work from home policy' in case they are required to work remotely.

Thanks so much for reading

If you are new to Krios, Welcome !
If you don't work with Krios,
well Hello to you, too ! Want to join us?
www.kriosispl.com/careers.html

Questions about anything
mentioned in this culture book?
Email
hr@kriosispl.com