



OUR WORK CULTURE



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CULTURE & EXPECTATIONS

Business often talks about work culture in terms of different qualities they aspire to achieve. Bestport aspires to be any number of things on any given day, but we find aspirations usually aren't enough. Of course, it's very easy to deviate from our ideals particularly when the word "busy" pops up but we have listed below our aspirations. Bestport 's culture is what we expect from one another on a daily basis, each colleague.

Here are some of the things we encourage



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Take decisions

The right one and make it happen. Our colleagues do not need any permission to take decisions, in fact, we expect them to, it's part of their job.

Meetings

Our colleagues don't take minutes at meetings, the only thing that matters in our meetings is the result. If there were no actions agreed upon at a meeting we believe the meeting was a waste of valuable time. At Bestport, you will be judged by the things you make happen not by the coolest Powerpoint you've produced.



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Change is all our colleagues responsibility

Managing change is part of all our colleagues jobs, there is no “Change or Ideas “ department in Bestport or anyone, in particular, responsible for the change. Our business constantly changes, determined by market changes, therefore we encourage our colleagues to change the old ways and enhance the business with new ideas.

Talk simple

Bestport asks all our colleagues to speak in plain English, and in doing this achieve much more. Business words & terms aren't welcome here as it confuses simple instructions that then become difficult. Using simple language ensures all our colleagues whether exposed to big jargon boardroom words or not can understand what's asked and make a real contribution.



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Create value for the business

We go to work every day to make a Profit, the business has no interest in strategic investment, we are interested in a return on our shareholders' money. Everything we do at Bestport is geared up to that result.

Honesty, Openness and most importantly considerate

None of us like working with unpleasant, unhelpful people and we think teams that communicate, respect and get on well are likely to achieve the company goal much quicker. We encourage all colleagues to treat people the way you'd like them to treat you and your family. Bestport communicates to all our staff we're not competing with each other in Bestport, we're all on the same side. If you are not on the same side you're doing it all wrong. If you are unhappy, take a step back before the confrontation, respect your colleagues, and understand the hard work they're undertaking.



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Demanding in a nice way

Bestport is a demanding environment but never a nasty environment. Whatever you're doing in the business at some point you'll need to give people (who are 100% convinced (they are correct) uncomfortable feedback. Don't shy away from this, we encourage this as we've never met any colleagues that are correct every time. It's possible your colleague may not quite understand the business 100% yet or not have realized the impact their plans had on another venture the business has.

Enjoy Yourself take ownership

We all spend a lot of time at work, let's try and enjoy it, give yourself monthly goals, run things past colleagues, appreciate the hours colleagues work, help them, ask how your colleagues doing, nab a coffee, advise if a colleague is struggling to achieve their goals.



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If you like the sound of this and feel you can help grow our business, get in touch, call , pop in for a coffee, let's chat....



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