



# Creating the New Enterasys

There is nothing more important than our customers.

# Enterasys Cultural Theme:

“There is nothing more important than our customers.”

## The Enterasys Culture is:

- Optimistic
- Accountable
- Trusting and open
- Engaged in calculated risk
- Supportive of constructive change
- One of few layers
- Nimble
- Promoting of cross functional teams

## Definition of Culture:

A shared, learned, symbolic system of values, beliefs and attitude that shapes and influences perception and behavior.

## Average or Flat Company

### Individual Traits

- Not my job
- Looking backwards
- Procrastination
- If it ain't broke, don't fix it
- Process for process sake
- Work for your boss

### Communications Traits

- Hide issues
- Suppress mistakes
- Document to cover yourself
- Closed-minded listening
- Hoarding knowledge
- Spread rumors

### Management Traits

- Do as I say, not as I do
- Employee training is a drain
- Decision making in a vacuum
- Micro-management
- Passing blame
- Taking credit
- Keeping secrets

## Innovative or Growth Company

### Individual Traits

- Work collaboratively
- Looking forward
- Do it right, do it once, do it now
- Look for meaningful ways to improve
- Efficiency and effectiveness
- Empowered to be your own boss

### Communications Traits

- Spotlight issues
- Acknowledge and correct mistakes
- Document to communicate properly
- Open collaboration
- Back yourself up
- Facts and action

### Management Traits

- Lead by example
- Training is an asset for the company
- Soliciting views from others
- Trusting empowerment
- Accountability and support
- Giving credit
- Honesty and transparency



## Thought Leadership

Over 500 global patents

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**Delivering on our promises. On-time. On-budget.**