Ways of work

ExploreAI ways of work

At **ExploreAI**
we believe in a future where...

Talented analysts, scientists, and engineers have no **limitations** and can transform their **lives** and the rest of **the world** with their skills and passion.

Working for global companies on **complex problems** that will **make a difference** and **disrupt existing ways of working** and **being remotely** in their home environments.

With a deep **professional support network** of other like-minded analysts, scientists, and engineers to help them on their journey.

What we have learned over years of experience

You can work and deliver value from **anywhere**.
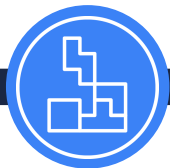
Work as **teams**, not individuals.

Fast **iteration** and **continuous learning** result in incredible **growth**.

Feedback and **reflection** is a **gift**.

Everything rests on clear, professional **communication**.

Setting clear objectives and key results

Objectives and Key Results (OKRs) are a **goal-setting framework** used by organisations to **define** and **track objectives** and their **outcomes**, driving focus, alignment, and engagement within teams.

Our OKRs should specify:

- Our primary **objective**, i.e. **What** do we want to **accomplish**?
- One to three **key results**, i.e. **How** will we know that we are accomplishing our **goal**?
- The **initiatives** that will give us the desired result, i.e. **What tasks** will be assigned to the team members to **achieve** the desired results?

Examples:

Objective: Deliver an outstanding project presentation.	**KR1:** Research and use three different peer-reviewed and referenced data sources.	**Tasks:** Collect data from XYZ.com. Create data visualisation of Y as a function of X.

A week in the life of an Explorer

In aligning our **learning goals**, it's useful to consider organisational practices like **OKRs**. Just as organisations set these values and objectives to stay **focused** and **measure progress**, we can also **apply this approach**, along with **Agile** methodologies, to ensure we stay on track with our **goals**.

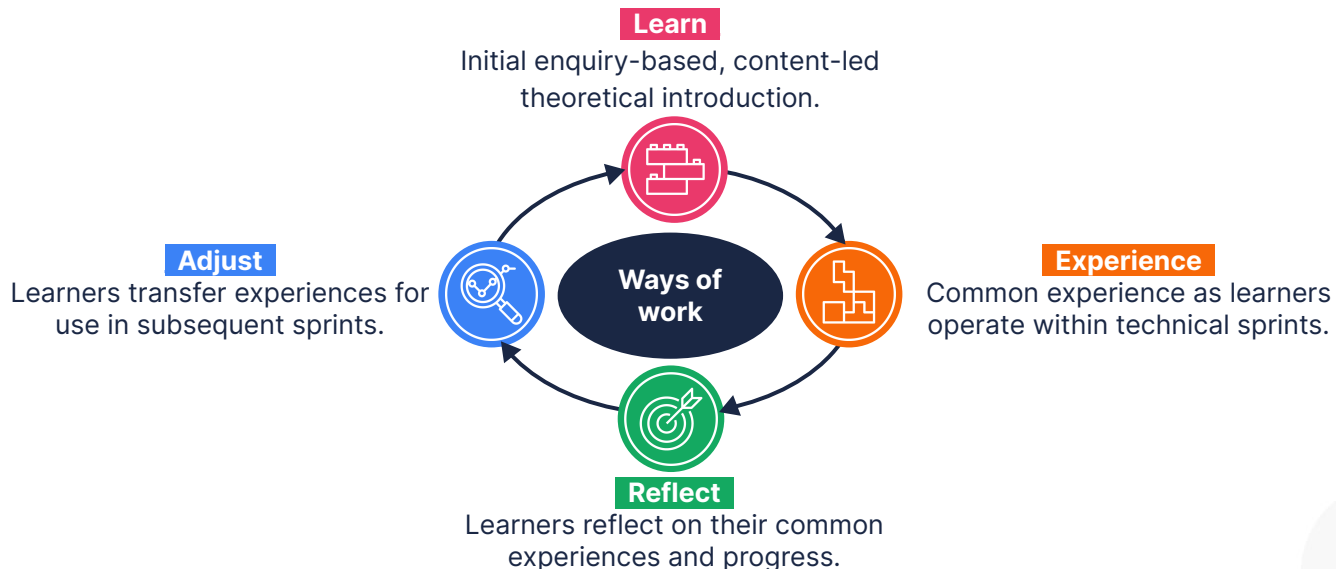|	
Monday	● Set yourself **ridiculously optimistic** goals for the week – write them down. ● Share your ambitions wide – shout it from a mountain top.
Tuesday	● Get stuck in! **Explore with gumption**! ● Test the limits, make mistakes, share them… do it again.
Wednesday	● Share what you've learned, learn from your peers, **choose growth**. ● Power through your goals – tick them off as you go.
Thursday	● Have you **planted trees** and helped someone grow this week? ● Build something, write a blog, share a story, push to GitHub!
Friday	● Review your ambitions from Monday – tick off that last item for the week. ● Polish – be obsessed, **demand black belt excellence** and inspire the pack.

Ways of work

Learning is an ongoing cycle of **experience**, **reflection**, and **adjustment** that continues throughout the programme, with additional details and depth added in each module. While we supply the learning content, the **power** to make the most of it is in **your hands**.

Learn
Initial enquiry-based, content-led theoretical introduction.

Adjust
Learners transfer experiences for use in subsequent sprints.

Ways of work

Experience
Common experience as learners operate within technical sprints.

Reflect
Learners reflect on their common experiences and progress.

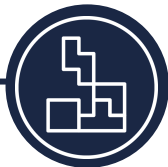# Your guiding principles

Accountability
"Do what you say you will do. Tell others when you won't be able to. Be professional."

Curiosity and grit
"Go beneath the surface. Get stuck in. Challenge the rules. Stick it out when it's tough."

Tree planting
"Leave every interaction, room, meeting, or conversation the better for your input."

Collaboration
"Learn, contribute, offer, volunteer, teach."

Collective outcomes
"Manage team accountability and deliverables to optimise for sustainability."

Communicate
"Proactive, appropriate, timely."

Agile
"Work together in structured sprints, delivering value fast."

Deployment
"Deliver value quickly and effectively."

Manage complexity
"Adaptable, flexible, reliable."

The ExploreAI way

ExploreAI champions a **transformative way** of work, empowering analysts, scientists, and engineers to reshape global industries.

Our foundation lies in clear **communication**, team **collaboration**, and a relentless drive for **continuous learning**.

Feedback and **agile delivery** guide our journey, ensuring both individual and collective **growth**.

We challenge you to be part of this transformative way forward with **ExploreAI**