

INTERNSHIP JOURNEY

Experience the real Asian business world

WELCOME TO THE PROVING GROUND

Top 5 reasons why Variantz is a unique and valuable proving ground for you:

1. Variantz is in the IoT business that focuses on the ecosystem, not just gadgets, which means you will be exposed to full facet of what makes IoT really works (along with what makes it so challenging).
2. Variantz targets B2B/B2G/B2C, and aims to provide Products/Services/Solution, which means you will be exposed to various ways of GTM, RTM, and innovating sales & marketing, and audience engagements.
3. Variantz is Application Platform Ecosystem centric, which means you will work on various industries, market segments, user persona, partnership, etc.
4. Variantz is located in Singapore with a focus on building market presence throughout the Asian countries so you will be faced with cross-border challenges, from regulations to culture, etc.
5. Variantz is on a frontier business with an open stance on opportunity & direction, so we let you suggest (with both objective & subjective rationalization) on where you think the we should venture onwards.

+ 2 Plus points:

- Variantz operates in an entrepreneurial environment with an enterprise approach. So you will be put in situation where you may just take ownership and/or face head-on challenges with a consultative solutioning.
- Variantz recognizes your impact towards top & bottom line. As and when you bring in a win, Variantz will incentivize you. Depending on your net impact to the growth and future of the organization, we may just offer you equity!

MAKING THE MOST OUT OF THE INTERNSHIP JOURNEY WITH VARIANTZ

Top 10+1 Internship Reality

1. Think fast, act fast! Things move faster than we all assume
2. Don't expect to be spoon-fed / structured, life is non-sequential
3. For good reasons, you have to be independent, own, and lead. (we all start being individual contributor when we graduated)
4. You will take on tasks that is out of your comfort zone
5. Things may be done differently than what you expected
6. There are always gaps and areas of improvement, and no one sees it unless we come across / THINK AHEAD
7. There's always deadline and time is of the essence in business world (opportunity is the heartbeat, Sales is Blood)
8. We are Deadline+Outcome Driven (i.e. if you really get the task done, we are not expecting you to stay in the office, go out)
9. "Talk is Cheap, Show me the Money" (Walk the Talk)
10. There's no 'Internship Bubble', you are treated like a normal team member. (That's how you learn)
11. The more you spend more time for work to read, think, and understand, the more you will learn!

Top 10+1 on What Really Matters

1. Don't be scared. Do or Do Not, There's No Try
2. Embrace every situation openly
3. Be vocal, thinking out loud helps
4. Always stay ahead, that's how you climb. Proper Preparation Prevent Pissed Poor Performance
5. Excellence - Be Proactive, take initiative and lead when situation calls for it
6. Practice judgment call / decision making, including knowing when to 'Do the Right Thing vs Do the Thing Right'
7. There are times in business where you have to be 'Fast, Cheap, Good' just to survive
8. Don't make excuses/blame others, learn how to rise above better the next time
9. Pressure - You can achieve high productivity performance if you are organized and timely
10. Adopt and adapt, but only the good stuff
11. Approach this with PASSION, Always ON.

GETTING READY FOR AN INTERNSHIP

SKILLSET + WILLINGNESS = FIT

ADAPT > DEMONSTRATE > DELIVER
(that's how you learn and go 'aha')

Having a mentor is better than a coach
(don't wait to be guided, rather be advised on mindset and approach)

Better to have a tough internship than to struggle when you take on the
real-world

Have a competitive 'deadline-outcome centric' mentality
(the new normal puts you in fierce competition for opportunity with talent
sourcing available globally)

