Validere’s collective values.

Validere’s values are shown in our words, actions, and people. They guide difficult decisions, attract great people, differentiate us in the minds of our stakeholders, and make Validere a great place to be from.
Be fair and transparent | Stay well & safe

0.1 Deliver the highest value
0.2 Remove friction
0.3 Make it more scalable everyday
0.1 Deliver the highest value.

To make an impact on the world, our customers, and our team, find and deliver the highest value.
Don’t fall in love with your tools. **Fall in love with your customers.**

Because...the 2nd Law of Thermodynamics
Zoom in on the largest opportunity; Be mindful of the opportunity cost.

Assume your customer only has time to do one new thing this year.
Find the root of complex problems. Dig deeper to solve them.
Quantify value accurately.
Don’t believe your own BS.
Remove friction.

Make things easy for customers, colleagues, and yourself — in that order. Identify friction points and take the necessary steps to eliminate them.
Measure success on executing insights, not finding them.
Customers should never have to do a lot of work – make it seamless for them.
It’s our fault if customers don’t understand our insights.
Remove any and all constraints.
No egos, no silos, nothing off limits.
Make it more scalable everyday.

You’ve found and delivered the value. You’ve eliminated any barriers that stand in the way. Now, what can you do to scale that value?
Solve for one, systemize for many.
\[\frac{dV_i}{dN} > 0.\]
Unscalable is OK short term to drive frictionless value, but not in the long term.
Make yourself scalable: live & work smarter (not just harder).

Promote wellness & balance. It’s a marathon, not a sprint.
Be fair and transparent.

Fairness and transparency underpin everything we do.
Always default to fairness & transparency.
Seek first to understand, then to be understood.
We make better decisions when all data and ideas are shared.
Subscribe to idea meritocracy and build support with data, not titles or opinions.
Embrace our “no door” approach, where everyone has access to everyone.
Be generous with your time, and invest in the development of others.
Stay well & safe.

This is a great job, but your wellness is what’s most important. Find balance and do what you need to do so you thrive in life and at work.
Promote balance and wellbeing. It’s a marathon, not a sprint.
Enjoy the journey and celebrate every win.
Speak up if you see something that isn’t right.
Life is short.
Be kind & always give the benefit of the doubt.
Always start at the top.

You can’t deliver value frictionlessly if there is no value to deliver. You can’t serve many if you can’t serve one.

Value  Friction  Scalability

Transparency & Safety
Our collective ideals & beliefs.

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Deliver the highest value.

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VALIDERE.COM
Validere’s story
On a mission to make the world’s largest supply chain transparent and efficient.
Harvard born.
Tragic incident uncovered fundamental gap.
Got our hands dirty in Western Canada.
Notable tech & energy investors backed our mission.
Some of the brightest minds joined us.
Houston, here we grow.
Optimizing over 5,000,000 barrels per day.
Championing environmental transparency and efficiency.