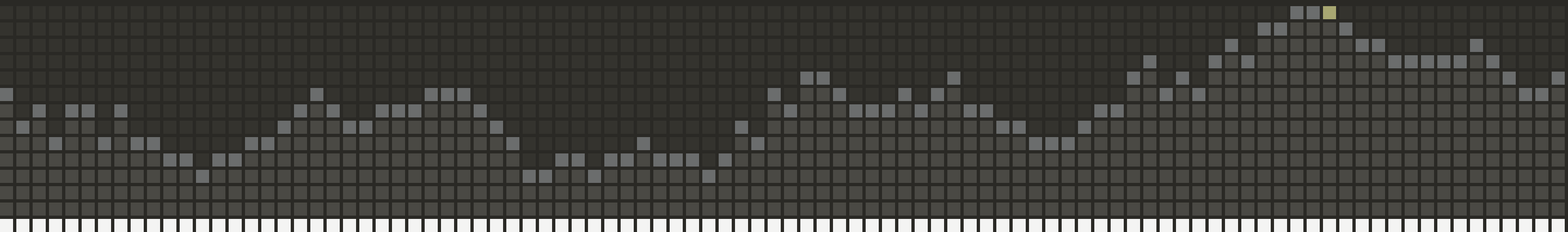


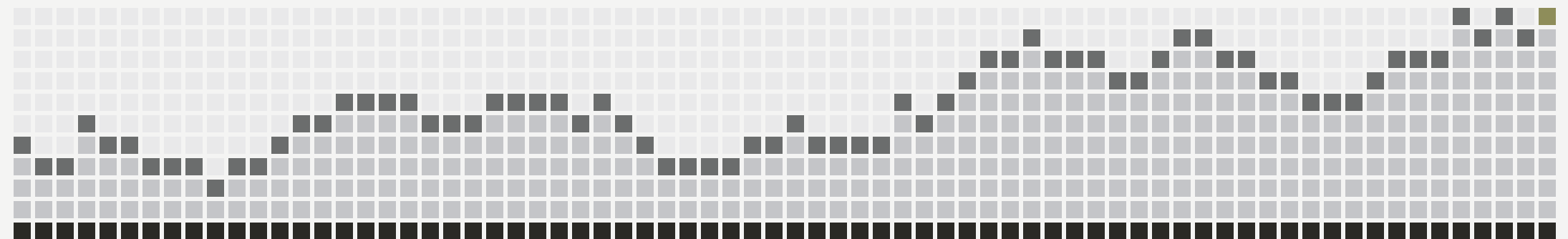
How we work, and how we work together



Culture is what we do every day

We run Linje like a company that is being built: few layers, clear owners, quick decisions and people who take ownership. The same mindset we bring to clients should be visible in how we run our own firm.

This deck describes what we value, how we behave with clients and with each other, and what you can expect if you join us. It is a working document. We update it as we learn.



We give organisations a fixed line to measure from, and help them **move forward**.



■ DUGNAD IN PRACTICE

We build results together

The best work happens when clients and advisers sit at the same table, share what they know and own the result together.

Working together

What it means

- A shared effort where everyone takes part
 - The best results are built with the people who will live with them
 - Nobody is too senior to carry a box, or do the unglamorous work
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What it looks like

- We involve client teams from the first week
 - We share what we learn, inside Linje and with clients
 - We help each other without being asked
-

Trust

What it means

- We say what we see, and explain why
 - We keep what clients share with us confidential
 - Trust is given, not earned through control
-

What it looks like

- Honest advice, also when it is unwelcome
 - Flat structures and few approvals
 - You manage your own time and your own work
-

Sober judgement

What it means

- Solutions sized to the problem
 - No more process, slides or cost than the task needs
 - We only recommend what we would do ourselves
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What it looks like

- Short documents and plain language
 - Agreed scope and cost before we start
 - We say no to work we are not right for
-

Six principles we keep to

01	Start with the question	A well-framed question is half of the answer.
02	Facts before opinions	We test the assumptions before anyone decides.
03	One recommendation	Options you can weigh, and a clear recommendation.
04	Plain language	If an idea cannot be explained simply, it is not ready.
05	Your people, your result	The solution belongs to the client and lasts after we leave.
06	Agreed scope and cost	No surprises along the way.

What we expect, and what you can expect

We expect you to

- Think for yourself and say what you see
- Follow through on what you take on
- Ask for help early
- Give and ask for feedback

You can expect us to

- Give you real responsibility from the start
- Back you when you raise a difficult point
- Respect your time outside work
- Be open about how the firm is doing



■ ROOM TO THINK

Time to think, and someone to think with

Good advice needs both quiet focus and good conversations. We protect the first and make room for the second.

You learn by doing, with support

01

Varied work

Questions across strategy, organisation, operations, change and growth.

02

Close to decisions

You see the question from the first conversation to the result.

03

Feedback as habit

Short, regular conversations about what went well and what to improve.

We would like to hear from you

There are no advertised positions right now, but we welcome open applications. Read more at linjeconsulting.com/careers.

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