

TOP WORKPLACES

'Family values' drives the culture at Even & Odd Minds

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Ravi Goel and Arjun Singh founded their company on “family values.”

At Even and Odd Minds, all 50 people employed by the company, whether they work locally or globally, are treated as part of one big family.

The consulting and staffing company, based in Wilmington, earned top place in Delaware’s Top Workplaces category for small businesses.

Part of the reason that Even & Odd Minds landed in the first spot is the company’s culture, which is deeply rooted in family ties.

“The company gives respect to everyone and considers everyone a family,” an employee wrote. “I love the friendly atmosphere, and that everyone is committed and attentive.”

The company encourages its workers to make mistakes and learn from them in order to grow.

“In your family, if your brother or sister commits a mistake, you have to take a different approach than what you would take with a neighbor or an unknown person,” Goel said. “You will not just focus on the act but the reason and try to rectify it, so that it does not get repeated.”

Goel and his partner Arjun Singh believe in an “inward looking philosophy,” to help their employees grow. Instead of blaming the worker for under-performing, they try to understand what caused the lack of efficiency.

“I am given the freedom to do my work, make mistakes and learn from it,” an employee wrote.

We want our employees to achieve targets and set new standards for themselves. But if they, for some reason, fail to reach their goal, we don’t punish or criticize them, Goel said. We want our workers to realize their full potential, he said.

The company believes that its employees are “the primary reason our customers recommend EOMinds to others,” as stated on its official website.

The management strongly promotes diversity to add more value and provide better services to their diverse clientele, Goel said.

While the company values its customers and regards the 'customer is king' idea highly, Goel said that "their employees are kings" as well.

If ever put in a position to choose between the client and the employee, Goel would "let the client go," adhering to the company's philosophy of treating employees like family.

Since its inception in 2011, Even & Odd Minds has expanded to two locations, both in Wilmington.

Along with a local stronghold, the company also has a global outreach. According to Goel, Even and Odd Minds actively engages in social work by donating to various charities. While their social work is primarily focused in North America, Goel plans on expanding it

"In today's global environment, embracing diversity is both a commitment and a necessity," Goel said