

TOP WORKPLACES

At Even & Odd Minds, mistakes are opportunities to learn

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The Wilmington-based company Even & Odd Minds encourages employees to “make mistakes and learn from them in order to grow,” according to Ravi Goel – one of the founding members.

“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.

It is behind the company winning the Small Business category for Leadership in The News Journal's Top Workplaces.

The company believes that their employees are “the primary reason our customers recommend EOMinds to others.” The management strongly promotes diversity to add more value and provide better services to their diverse clientele .

“I'm given the recognition and the space to grow professionally,” an employee stated

With its mission to create an enriching environment of trust, cooperation and mutual respect, Even & Odd Minds, much like its name suggests, value listening to the different viewpoints that their customers bring to the table and collaborating to create long lasting bonds.

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

EOMinds is a “partnership approach company” as opposed to the conventional client-vendor relationship that usually exists, as stated on its official website. The management believes in giving equal attention to each and every customer regardless of their engagement.

While the company strongly regards the customer is king idea, Goel said that their “employees are kings” also. We lean towards our employees, while also maintaining client relations, he said.

If ever put in a position to choose between the client and the employee, Goel said that he would “let the client go,” adhering to the philosophy of treating employees like family.

The management believes that through their tightly knit family approach to work, “growth, longevity and financial success will naturally follow.”