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BUSINESS

Encouraging mistakes in the workplace rewards Even & Odd Minds



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The key to success at Even & Odd Minds has been that everyone's voice is welcome.

Ravi Goel, managing partner and one of the founders spoke about how these values are translated into the workplace culture.

“The whole concept of Even & Odd Minds is all kinds of minds working together,” Goel said.

For the 3rd consecutive year, Even & Odd Minds has been named as one of the top small workplaces in Delaware. Its efforts earned it first place in the small company category in The News Journal’s Top Workplaces competition for 2022.

Even & Odd Minds is an information technology consulting firm that provides its clients with individual consultants, project teams, and strategic outsourcing services in a wide range of industries including finance, healthcare, insurance, retail, and technology among others.

It characterizes itself as a “partnership approach company”, which values providing each customer with equal attention regardless of their engagement.

“I help people find jobs that improve their lives, that help them to grow and flourish,” one employee said. “I learn more every day and I meet people all over the world.”

Even & Odd Minds takes pride in its reliability, flexibility, responsiveness and social responsibility as a corporation and fosters that pride in its employee base.

“I am given the freedom and autonomy to conduct my own team as I see fit,” one employee said. “Oversight usually serves less as a ‘big brother’, but rather as a support to help bolster

the team's weaknesses in a very growth-oriented way.”

Something that is championed among employees and upper-level staff is allowing employees to make mistakes in the workplace without fear of failure.

“Something that we noticed is that people are hesitant to do things because they have a fear that they will make a mistake,” Goel said. “In our organization what we have done is say it doesn't matter if you do it right the first time. It's okay to make mistakes. If you don't make mistakes you will not learn.”

These workplace values seemed to have paid off, in September 2021, Even & Odd Minds was a finalist for a Best Tech Work Culture Timmy Award, which recognizes the achievements of tech professionals and workplaces.

In addition to its recognition for its workplace culture, Even & Odd Minds has also been outspoken in terms of its belief in corporate social responsibility. Despite being a smaller firm, Even & Odd Minds is a member of the Pledge 1% initiative, and donates 1% of its profits towards charitable causes.

Even & Odd Minds has a clear vision: customers for life. As Goel and his staff work to expand across Delaware and the region, they make it clear that their staff is their key to success.

“A company, any company, is nothing more or less than the people who make it up,” says its website. “Our people are the primary reason our customers recommend EOMinds to others.”