



# Culture Guide

# The Focus GTS Manifesto

WHAT WE BELIEVE



**Technology doesn't fail because companies lack ideas.**

**It fails because execution breaks down.**

Projects stall. Teams lose momentum. Complex systems become harder to manage than the problems they were meant to solve.

Progress slows.

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**Focus GTS exists to remove friction from technology execution so progress compounds instead of stalling.**

**We help organizations unlock the full value of their technology by removing the friction that slows execution.**

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We believe the difference between companies that win and companies that struggle is not vision — it's execution.

Execution requires the right people.

People who solve problems instead of passing them along.

People who move with urgency.

People who raise standards instead of accepting mediocrity.

People who run toward difficult challenges instead of avoiding them.

**That is the kind of team we are building.**

## MANIFESTO

Focus GTS is not a traditional staffing company.

**We are a team of operators obsessed with helping our clients move faster, solve harder problems, and unlock the full value of their technology.**

Our clients trust us to bring clarity where there is complexity and momentum where there is friction.

That trust is earned through ownership, relentless improvement, and a commitment to results.

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The best people at Focus GTS are obsessed with client outcomes.

They elevate the standard around them.

They refuse to settle.

And they do whatever it takes to win — ethically, intelligently, and as a team.

**If that resonates with you, you will thrive here.**

If not, this is probably not the place for you.

**"Execution is the  
difference  
between vision and  
progress."**

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# Core Values

Our values define the principles that guide our decisions and actions.

## Results

Our success is defined by the success of our clients. We deliver exceptional outcomes that drive client value and trust.

## Integrity

We are accountable, open, and transparent. Clients, candidates, and teammates rely on our honesty and follow-through.

## Relentless

We always find a way to create exceptional experiences. We channel our drive into solving problems and delivering outcomes.

## Innovation

We are chief problem solvers. We challenge assumptions, explore better solutions, and improve continuously.

## Pursuit of Knowledge

We continually learn so we can serve better. Growth is essential to delivering value.

# The Focus GTS Code

THE STANDARDS WE HOLD OURSELVES TO



# 01

## CLIENT RESULTS ABOVE EVERYTHING

Our success is defined by the success of our clients.

**Effort is not the goal. Activity is not the goal.**

**Results are the goal.**

We remove friction, solve problems, and deliver outcomes that move our clients forward.

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# 02

## RAISE THE STANDARD

**Mediocrity destroys trust.**

We refuse to tolerate average thinking, average execution, or average outcomes.

If something can be done better, we improve it. If something is broken, we fix it.

**Excellence is the baseline.**

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# 03

## ACT LIKE AN OWNER

**Owners solve problems.**

They don't wait for instructions, pass responsibility, or hide behind process.

When something matters, owners step forward and make it happen.

**Excuses are not ownership. Solutions are.**

**"Results are  
the goal."**

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# 04

## SPEED WINS

### **Momentum compounds.**

We move fast because our clients rely on us to remove friction and keep execution moving.

We prioritize action over hesitation and progress over perfection.

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# 05

## RUN TOWARD HARD PROBLEMS

### **Hard problems are where real value lives.**

We do not avoid complexity, conflict, or difficult conversations.

We run toward them.

We communicate directly and address problems early.

### **Solving hard problems is how we create impact.**

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# 06

## RELENTLESS LEARNING

### **The best operators never stop improving.**

Our industry evolves constantly, and so do we.

We sharpen our thinking, expand our knowledge, and master new technologies.

We actively leverage AI and modern technology to deliver better outcomes for our clients.

### **Growth is not optional.**

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**"Mediocrity  
destroys trust."**

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# 07

## WIN AS A TEAM

**No one wins alone.**

We support our teammates, share credit, and hold each other accountable.

**When the team wins, everyone wins.**

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# 08

## LEVERAGE TECHNOLOGY

**Technology is a force multiplier.**

We use AI and modern tools to move faster, think deeper, and execute better.

If a better tool exists, we learn it.

If a better system exists, we build it.

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**"We believe the difference between companies that win and companies that struggle is not vision — it's execution."**

**"Speed creates  
momentum."**

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# How We Hire

Focus GTS is a performance-driven environment.

We hire people who want to win, improve, and take ownership of outcomes.

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Talent matters. Experience matters.

**But the single greatest predictor of success at Focus GTS is *drive*.**

We look for people who:

- take initiative without being asked
- move with urgency
- embrace challenges
- care deeply about outcomes
- push themselves and others to improve

## **Work ethic cannot be taught. Skill can.**

When faced with two candidates — one with more experience and one with more hunger — we choose the person who is hungry to win.

# Traits We Hire For

People who thrive at Focus GTS consistently demonstrate five traits.

**D**

## **Drive**

They push themselves and others to perform at a high level.

**O**

## **Ownership**

They take responsibility for outcomes.

**C**

## **Curiosity**

They constantly seek to learn and improve.

**I**

## **Integrity**

They build trust through honesty and accountability.

**T**

## **Team Orientation**

They elevate the people around them.

# Performance & Accountability

At Focus GTS, performance is measured across two dimensions.

## Results

We are a performance-driven company.

People who succeed here consistently deliver outcomes for clients, candidates, and the business.

**Effort is respected. Execution is required. Results are the ultimate measure of impact.**

## Culture

Results alone are not enough.

How we achieve results matters.

The people who thrive at Focus GTS demonstrate the behaviors outlined in the Focus GTS Code.

**People who elevate the culture elevate the company.**

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## Growth & Promotion

Promotions are earned by people who demonstrate both:

**Strong results and strong culture alignment.**

The best leaders at Focus GTS:

- deliver outcomes
- raise the standard around them
- develop others
- improve systems
- strengthen the culture

When those two dimensions align, growth happens naturally.

# Coaching & Improvement

We believe in direct feedback and continuous improvement.

When someone struggles with performance or culture alignment, we address it openly and quickly.

We coach, support, and provide the resources necessary for improvement.

Mistakes happen. Growth requires them.

**What matters is how quickly we learn and improve.**

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# Protecting the Culture

Great cultures require standards.

If someone consistently fails to deliver results or repeatedly violates our cultural principles, we address it directly.

If alignment cannot be restored, we move quickly.

Keeping the wrong person is unfair to the team and to the mission.

**Protecting the culture protects the company.**

## Who Thrives at Focus GTS

People who thrive here tend to:

- take ownership of outcomes
- move with urgency
- embrace hard problems
- constantly look for ways to improve
- push themselves and others to raise the standard
- care deeply about client success
- operate with integrity and transparency
- enjoy working on a high-performance team

**These people find Focus GTS energizing and rewarding.**

## Who Struggles at Focus GTS

Focus GTS is not the right environment for everyone. People tend to struggle here if they:

- avoid accountability
- need constant direction
- prefer comfort over growth
- settle for average work
- move slowly when urgency is required
- resist feedback or improvement
- focus on effort instead of results

**Our standards are intentionally high because our clients trust us with important work.**

# The Commitment

Focus GTS is building a team of elite operators — people who take ownership, move fast, and deliver results.

We hold ourselves to high standards because our clients depend on us to remove friction and move their businesses forward.

**This requires ownership.**

**It requires urgency.**

**It requires relentless improvement.**

The people who thrive here embrace that challenge.

**"Together, we raise the standard for what execution looks like."**

