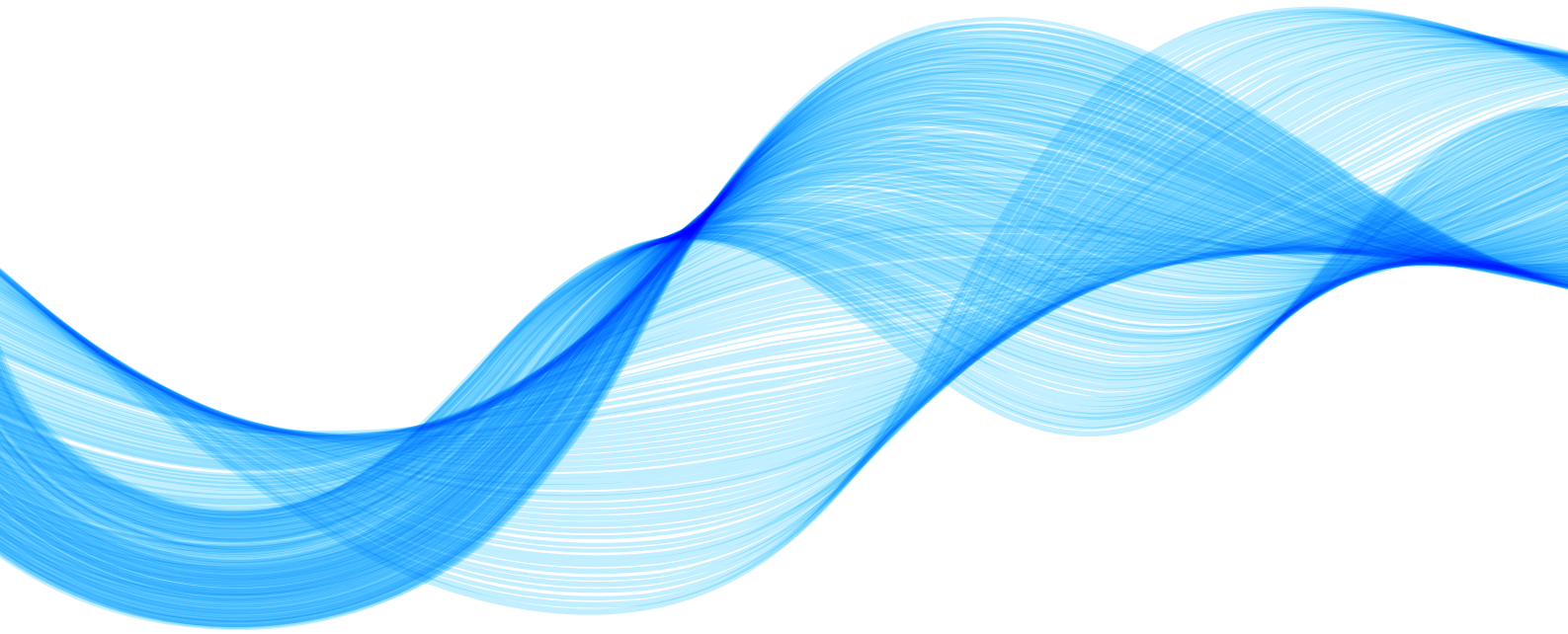


# Establishing a dynamic Quality Engineering Culture in your organization.





# Preface.

## **The need for Exceptional Quality Engineering Teams in Organizations**

The incredible rate of expansion of automation has resulted in an unparalleled demand for engineering jobs all around the world. While there are frequent waves of new individuals onboarding how do you protect your institutional knowledge while propagating a culture that prioritizes success, growth, and reliability?

# What is engineering culture and why does your organization require it?

In the last couple of years, engineering culture has developed and evolved from a theoretical concept to a practical one. A majority of renowned organizations including Google, Netflix, and Spotify have established outstanding engineering cultures.



**The company's values have a significant impact on how employees act and do their jobs.**

An engineering culture is defined as a set of shared assumptions, attitudes, and beliefs that guide how people behave in certain situations, such as developing software, solving problems, dealing with clients, and working as a team.

# Why is a great culture crucial for a team?

Your company's culture is a vital success factor for its success and growth. An excellent engineering culture produces pleased employees and satisfied customers by accomplishing tasks in an effective manner.

“

**If vision is where you are going, culture is what makes sure you can get there.**

– Spotify

”

It is not easy to create a strong engineering culture. There are no hacks in this game. It will not happen by just imitating the ideals and organizational structure of another firm. You must make a significant investment in developing a corporate culture that works.

To acquire ideas, look at other firms' organizational structures, values, and ideals. But most importantly, get down with your team and determine what matters most to your business. Put in place systems to support the concepts and allow them to develop. Then, at all levels of your organization, live and breathe it.

# Creating an outstanding quality engineering team in your organization

If your company is serious about building an solid QE team, QualiZeal recommends the following steps:



## Enable and demand individual impact

There is no better approach to establish an "effective" team than to ensure that each member has the tools and space to make a significant worldwide influence.

## Focus on the culture

Having a clearly defined set of values and cultural environment enables better communication and makes engineers more comfortable with taking risks and anticipating the result of their actions.



## Ensure diversity

One of the most crucial, but difficult, aspects of building a great engineering team is diversity. The more diversity you foster, the easier it will be for anyone you hire to feel accepted and respected, and the better off your entire company will be.

## Focus on retaining talent

As vital as it is to constantly upgrade your team with fresh talent, it is equally important to retain the existing talent with in-house training or other reliable alternatives.

# How does an efficient engineering culture help organizations?

“

Good engineering culture allows everyone on the team to feel like they have an equal opportunity to provide solutions for problems and propose new ideas

-Cynthia Howard

”



- According to the U.S. Bureau of Labor Statistics, Computer software engineers are expected to expand by **21% between 2018 and 2028**. In addition, software developers have a low unemployment rate of less than 2%. Most engineers don't even need to look for work since work finds them.
- Creating a compelling and engaging engineering culture is critical for firms to recruit top engineering talent. Candidates understand that a **positive engineering culture leads to product advancement and development in their careers**.

# Quality Engineering Team at QualiZeal

The Quality Engineering (QE) team at QualiZeal follows a comprehensive approach to address the QE and digital transformation needs of any organization. In today's world, a business that can get higher-quality items to market faster than its competitors wins a major and long-term competitive advantage. That is more important than ever in today's software-driven market.

Our quality engineering team environment is to be a place where ideas are openly shared, rigorously evaluated, and effectively implemented in order to develop the highest quality solutions possible. It's a culture that fosters creativity and innovation.



The experts at QualiZeal rely on the rapid release of new applications and digital services with a unique approach to QA and testing- One that can meet customer demands for shorter cycle times and higher levels of service. Our Quality Engineering (QE) team can assist your business in achieving this goal in a consistent and effective manner.

our culture.  
our culture.  
our culture.  
our culture.



At our core, we are a human-centric company, with a stronghold on technological aspects. With a highly talented team by our side, we believe in creating brand new solutions to age-old problems. Our vision is unbiased yet our services are customized as per the client's needs and requirements.



The foundation of the cultural dynamics of our QE team is reliability and transparency.



We approach onboarding like an engineering chain, with comprehensive customer development, regular experimentation, and agile iteration, to boost relevance and establish resiliency.



As a growing industry service provider for digital quality engineering service, QualiZeal encourages upskilling of its team by facilitating continuous learning as a part of its culture.



We approach onboarding like an engineering chain, with comprehensive customer development, regular experimentation, and agile iteration, to boost relevance and establish resiliency.



QualiZeal allows local participation and contributions when growing worldwide, guaranteeing that the sociotechnical components of dependability are acceptable and relevant locally.



# What makes us who we are

As one of the leading global organizations, QualiZeal has established its roots firmly in the tech industry through its authentic, human-oriented goals. While we believe in the supreme form of technology, our motto is to use the same in making human lives easier and more convenient.

Through our dedication, creativity, and unbending passion, our goal is to strive for perfection and reach the pinnacle of excellence.

As an organization whose core values include superior client satisfaction and grooming future IT leaders, we follow a set of clearly defined values and encourage our team to do so as well:

### **“No Blame” Culture**

As a growing organization that is focused on growth, we encourage collaboration and problem solving as the key to handling contradictions and disputes.

### **“NO” to Order Taking**

We strongly believe in nurturing and rewarding consulting minds.

### **High-Quality Output**

Superior quality is the only quality we believe in.

### **Delivery Precision**

As a dependable service provider, we encourage authenticity and deliver the best to our clients.

### **Innovation Mindset**

We are continuously evolving and optimizing our services to deliver state-of-the-art results to our clients.

### **High-Performance**

We are committed to our deep-rooted set of values while pursuing perfection.

### **True Global Network**

As the fastest growing global organization, we believe in maintaining transparency and reliability when it comes to our work process.



## At QualiZeal, Our QE Team Is:

**EXPERIENCED:** As the leading and fastest-growing independent Digital Quality Engineering firm in the United States, QualiZeal assures professional and skilled experts.

**AGILE:** Customers of all sizes can benefit from agility-driven engagements that are tailored to their specific needs.

**INNOVATIVE:** Boost your company's growth by using creative solutions that are tailored to your specific requirements.

## Our Goal

Creating a perfect blend of humans and technology to deliver the best possible solutions.

# Our Ethos

At our very core, we are devoted to growth through challenges and customer feedback. Our aim is to accept and adapt to change while remaining steadfast in our commitment to an improved digital world.

At QualiZeal, we groom future industry leaders with a grand mindset to compete and command in any given situation.

Our QE team is consumer-centric and our major focus is surpassing the client/consumer's expectations.

We believe in complete and utter transparency while dealing with Our clients, in an atmosphere of mutual trust and respect.

**At QualiZeal**, we believe in setting high standards only to break them with even higher ones. Our QE team comprises experts in the industry with unparalleled skills and an unending desire to overcome industry challenges through grit and ground-breaking solutions.

# Conclusion.

The quality engineering team in any stable organization's culture must be consistent and reconcile the speed of the new trends with stability in the face of massive changes or expansion. Veterans offer institutional knowledge and experience, while new hires provide new ideas and perspectives. Both contribute to the culture of the team, which influences how quality and innovation are perceived and executed.

## However, the questions remain:

It is possible to teach skills, procedures, and frameworks. Can culture, on the other hand, be taught? How can you integrate new employees into a culture that prioritizes dependability?

Whether you're hiring on global Level or across learning levels, it is vital for onboarding training to represent and build the required cultural qualities. Quality engineering teams, we believe, should be a safe sanctuary for brainstorming, exploring different points of view, and focusing on quality.