

Welcome to **Respellion**

A responsible and rebellious introduction to who we are, what we stand for, and how we work — built for the next generation of exceptional engineers and digital changemakers.

[Explore Our Story](#)[Employee Handbook](#)

Our Purpose

A society in which open-source technology is used to enable digitization in a sustainable way. We don't just build software — we build the future responsibly, with empathy, purpose, and lasting impact at the core of every decision we make.

Core Values & Manifest

These are the principles that define who we are and guide every decision — from the code we write to the teams we build.



Trust

We build relationships on honesty and reliability — with our clients, our colleagues, and ourselves.



Courage

We speak up, take bold decisions, and embrace challenges — even when the path is uncertain.



Self-Discipline

We take ownership of our work and hold ourselves accountable to the highest standards.



Entrepreneurship

We think like founders — spotting opportunities, taking initiative, and driving impact.

Our Manifest

- We are always in motion to be agile.
- Collaboration based on a common interest.
- Working with a smile and a caring attitude.
- Our organization strives for a balance between people, planet and profit.

Strategic Plan: **Winning Aspiration**

Our Mission

To encourage stewardship in society by revolutionizing the way innovative digital systems are designed and built.

We empower teams to foster the next generation of exceptional engineers — where talent thrives, excellence is nurtured, and curiosity is rewarded.

Where We Play

Central Government

CIBG, Police — mission-critical systems that serve the public.

Public Sector

Healthcare and Education — domains where technology creates real societal impact.

How We Win

Our competitive advantage lives at the intersection of technical mastery, human-centered collaboration, and strategic thinking. Together with our clients, we drive progress with purpose.



Modern Software Development

- Continuous Delivery & Test-Driven Development
- Behavior Driven Development
- Focus on automation



Collaboration & Design

- Agile project management
- Cross-functional teams
- Domain Driven Design & scalable architecture



Strategic Approaches

- Servant leadership
- Quick time-to-market
- Customer feedback integration & open-source

Our Customers

We are proud to work alongside leading public-sector organizations and government agencies making a difference for millions of people across the Netherlands.

DCMR Milieudienst Rijnmond

CIBG

Ministerie van VWS

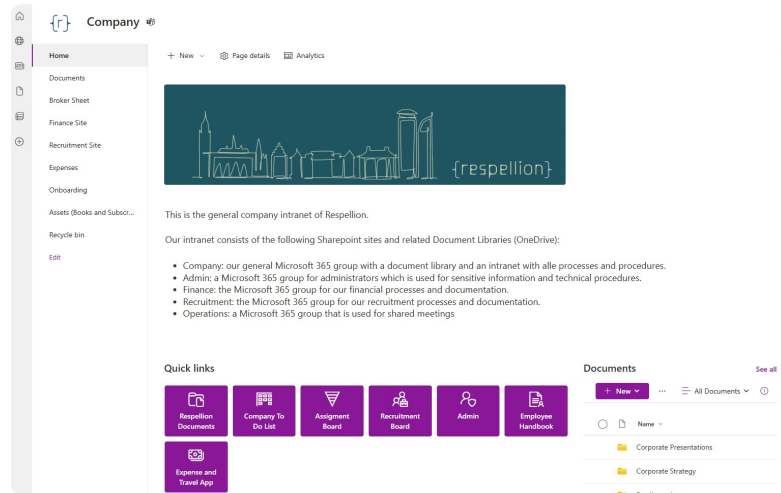
ICTU – Federatief Data Stelsel

Stedin

Voion & Arbeidsplatform PO

Our Systems: SharePoint Structure

Respellion runs on Microsoft 365. Our SharePoint environment is organized into dedicated groups so the right information reaches the right people — securely and efficiently.



Company

General Microsoft 365 group with document library, intranet, and all processes & procedures.

Admin

For administrators — sensitive information and technical procedures.

Finance

All financial processes and documentation in one secure place.

Recruitment

Manages our recruitment processes and related documentation.

Operations

Shared meetings and operational coordination across the company.

The Public Employee Handbook

At Respellion we build software using open-source technology. We believe in **transparency and collaboration** — so we've open-sourced our culture too. Our complete Employee Handbook is publicly available online.

Whether you're a new colleague or a curious partner, you're welcome to take a look behind the scenes at Respellion.

→ Who We Are

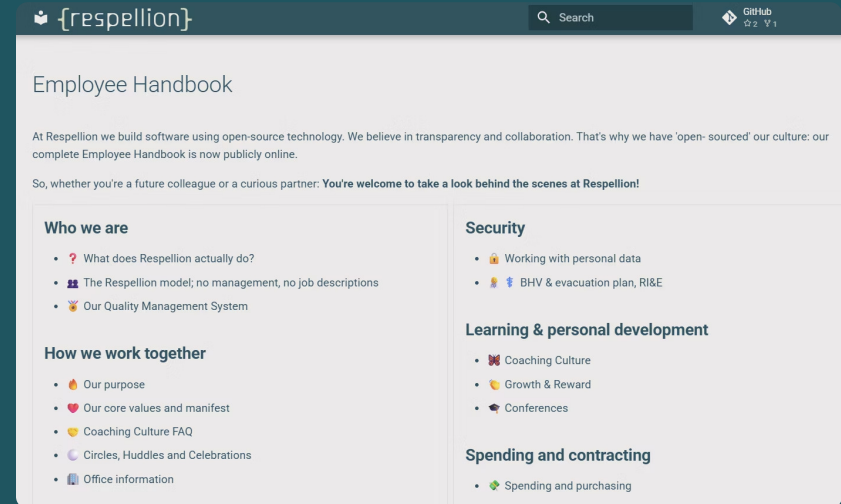
Our purpose, values, and the Respellion model — no managers, no job descriptions.

→ How We Work Together

Coaching culture, circles, huddles, and celebrations.

→ Security & Development

Personal data guidelines, BHV plans, growth & reward frameworks.



An Introduction to Holacracy

Holacracy is Respellion's operating system — a rebellious alternative to traditional top-down management. It's not about creating a great culture by decree. It's about building a structure where a great culture naturally emerges and flourishes.



Nurture the right conditions and growth happens naturally.



Structure creates the space for order, beauty, and emergence.

HOLACRACY

Holacracy Elements

Flexible Structure

Clear roles and accountabilities replace rigid org charts.

More Autonomy

Individuals solve issues themselves and cut through bureaucracy.

New Meeting Format

Geared toward action and eliminating over-analysis.

Unique Decision-Making

Continuously evolve the organization's structure from within.



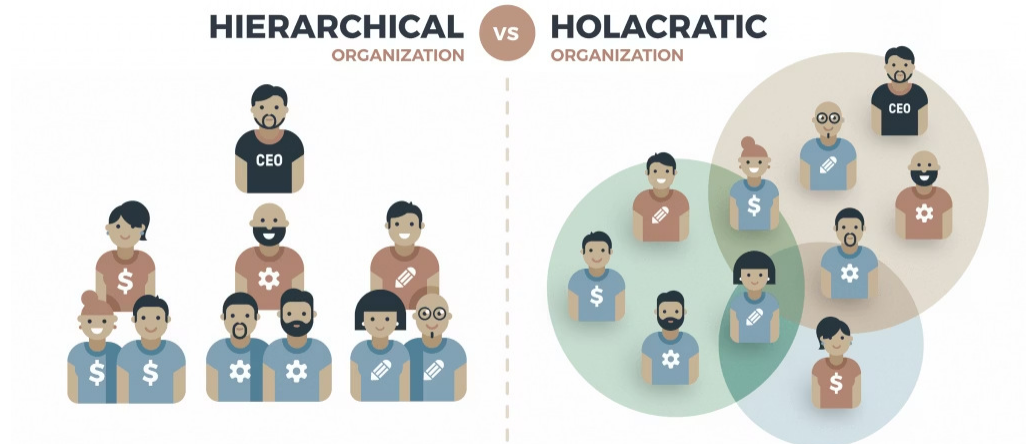
With clear roles and accountabilities

Geared toward action and eliminating over-analysis

For individuals to solve issues themselves and cut through bureaucracy

To continuously evolve the organization's structure.

From Job Descriptions to Roles

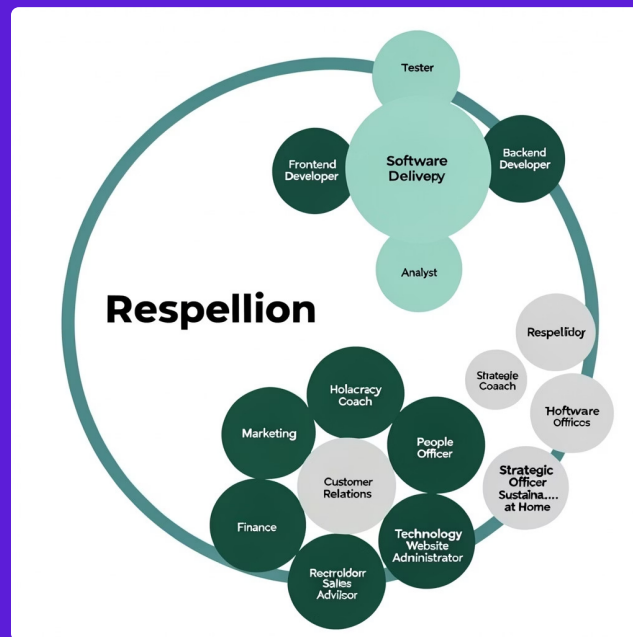


Traditional organizations trap people in fixed job descriptions. At Respellion, we operate holacratically — you hold **multiple roles** across circles, each with clear accountabilities and purpose.

This means more ownership, more impact, and the freedom to contribute where you're most needed — not where your title dictates.

- ❏ You don't have a boss. You have roles, accountabilities, and a circle of peers who trust you to lead your work.

The Respellion



□ The Anchor Circle is the top-level governance structure at Respellion. It contains all sub-circles and roles that run the company. Every team member belongs to at least one circle.

Software Delivery

Testers, frontend & backend developers, analysts.

People & Culture

People Officer, Recruiter, Holacracy Coach.

Business

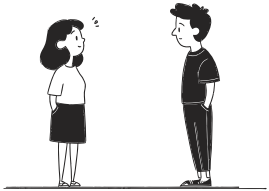
Sales, Customer Relations, Finance, Marketing.

Strategy

Shareholder, Technology Officer, Strategic Advisor.

Building a Coaching Culture

At Respellion, coaching isn't a program — it's how we grow. We invest in capacity building through peer coaching, structured reflection, and continuous learning. Every team member is both a coach and a learner.



Peer Coaching

Regular one-on-one and group coaching sessions to unlock personal and professional potential.



Growth & Reward

A transparent framework for recognizing mastery and contribution — not seniority.



Conferences

We actively support attending and speaking at conferences to share and sharpen expertise.

Meeting Structure: The Rhythm of Respellion

Clear, purposeful meetings keep our circles aligned and our teams moving forward. Here's how we structure our shared time:

1

Huddle Check-In

Every Thursday · 09:00 · 15 min

- Happiness Check-In
- Personal Updates
- Project Updates

2

Tactical & Governance

Circle · Friday Morning · Monthly · 2 hours

- Tactical Meeting with Planner Task Board
- Governance Meeting via Glassfrog

3

Huddle Elevator

Friday Morning · Every 2 months · 2 hours

- Huddle Updates (30 min)
- Huddle Coaching sessions

4

Respellion Celebrations

Thursday Evening · Monthly · All Company

- Company Update
- Celebrations & Dinner or Event

Welcome to the