

# The Source Code

by Volano Software

# This Is Not Corporate Kool-Aid

This isn't a compliance manual.  
It's not a handbook. It's not a memo from HR.  
And it's definitely not aspirational.

This is who we are today  
and who we're betting on being tomorrow.

# Let's make work flow.



## We're Volano.

An Omaha-based crew of sharp thinkers, curious problem-solvers, and slightly irreverent humans. If it's complicated, clunky, or chaotic, we're the ones people call. We build software that makes work easier. That's our mission and our measuring stick.

We're proudly employee-owned, which means the stakes are real, the sleeves are rolled, and the work matters — not just to our customers, but to us. We build clean, tailored software *with* our clients, not *for* them.

# Own It Like You Mean It

This isn't just a paycheck. It's our company.

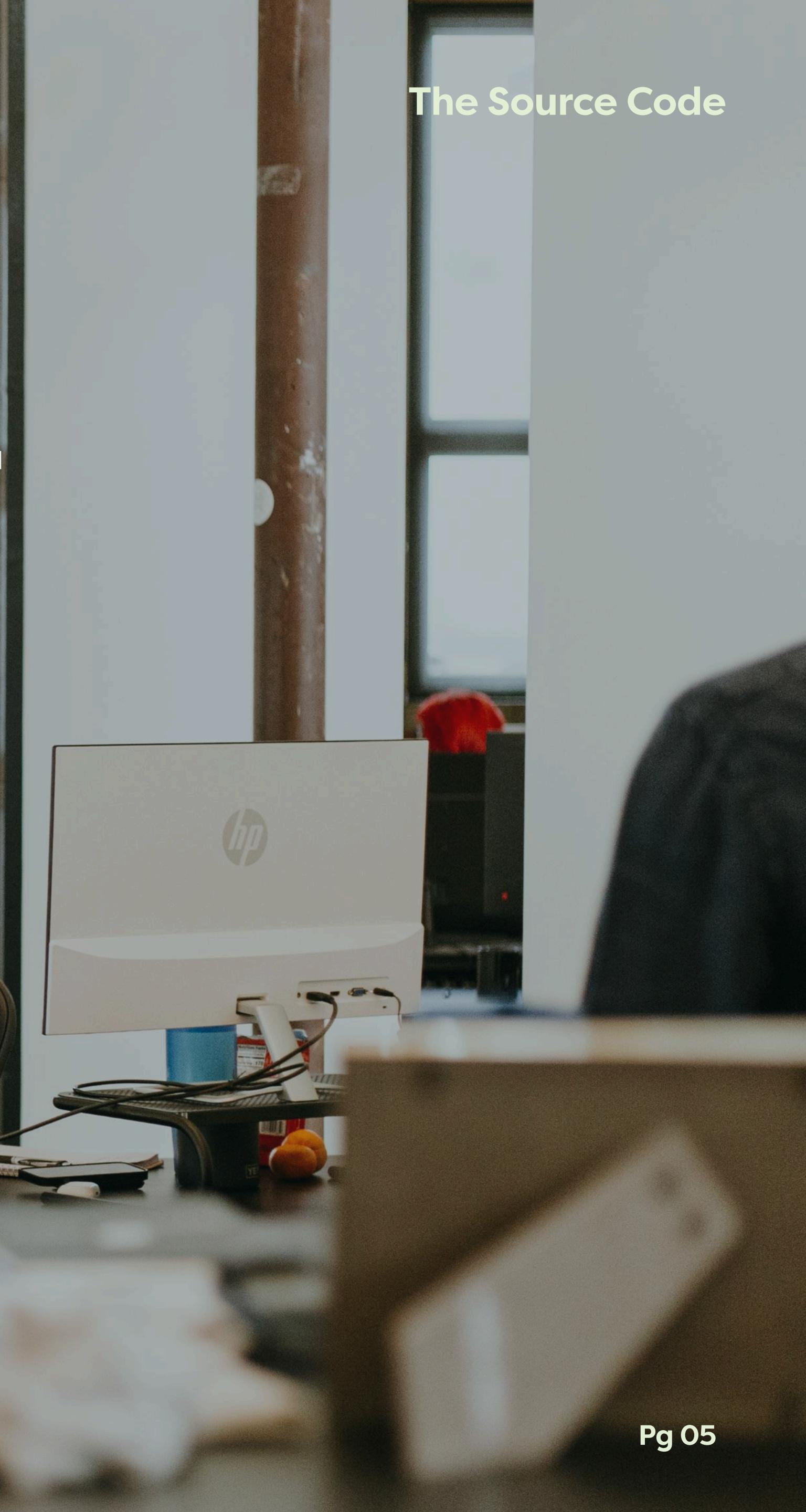
Employee ownership here isn't a metaphor. It's literal and baked into every client conversation, line of code, and decision.

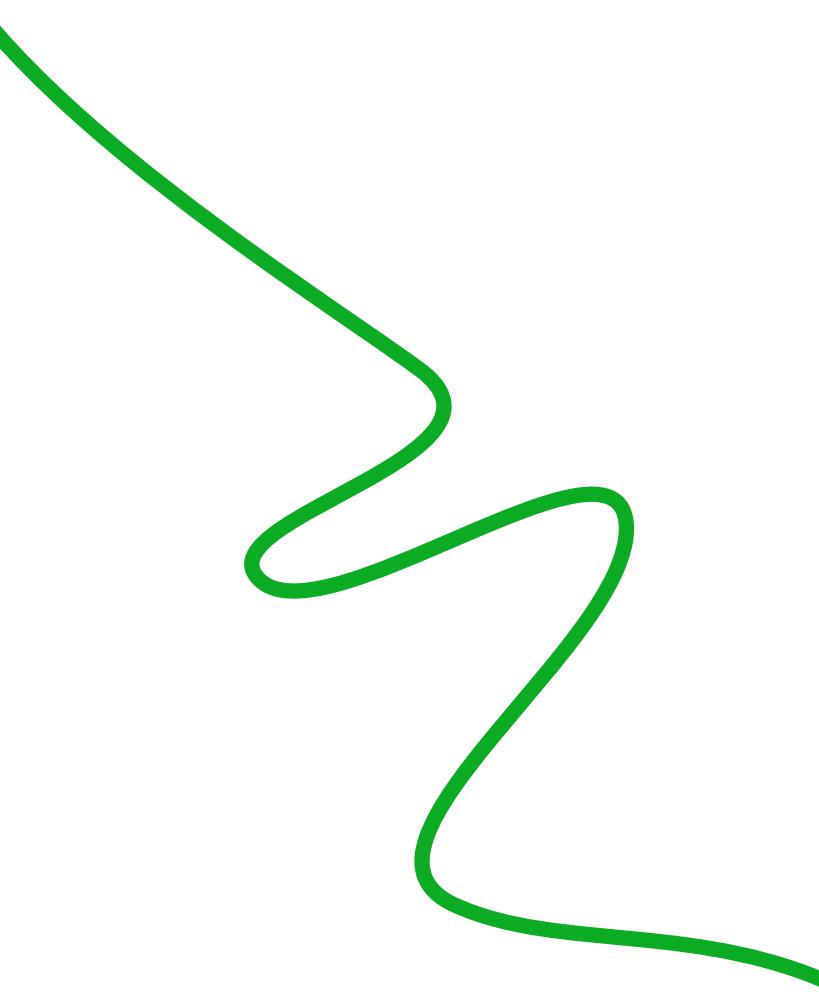
Everyone at Volano has skin in the game and a say in how we build. We advocate for ourselves, our teammates, and our ideas. We manage client relationships directly and care deeply about the people on the other side of the screen.

We're not just building software. We're building trust.

We follow through. We fix what's broken. We stay accountable, to our clients and to each other. Because when you own the place, you care differently. Not in a poster-on-the-wall kind of way – in a real, shared-stake kind of way.

# Make Work Easier





This is the bar. The bullseye. The question behind everything we build:

# Did we make our client's work easier?

If yes, we did our job. If not, we fix it.

We test. We tweak. We *learn*.

Perfect is pretty. Progress gets shipped.

That's not a shortcut; it's a mindset. Movement over inertia. Momentum over perfection.

After all, Volano means flywheel. We make work flow. And we're good at it.

Our clients bring us their messy workflows, tangled tools, and patchwork systems. We listen. We get it. And we fix it with software that's actually useful. That's why clients stay. Our churn is low because our results are real.

We build custom software, sure. But what we're really building is clarity, momentum, and better workdays.

# Sync and Swim

We believe in solo deep work, but not in silos.

We win together and problem-solve out loud.

Everyone wears more than one hat. Not because we have big heads, because it works. We learn from each other, mentor without fanfare, and make room for all kinds of growth.

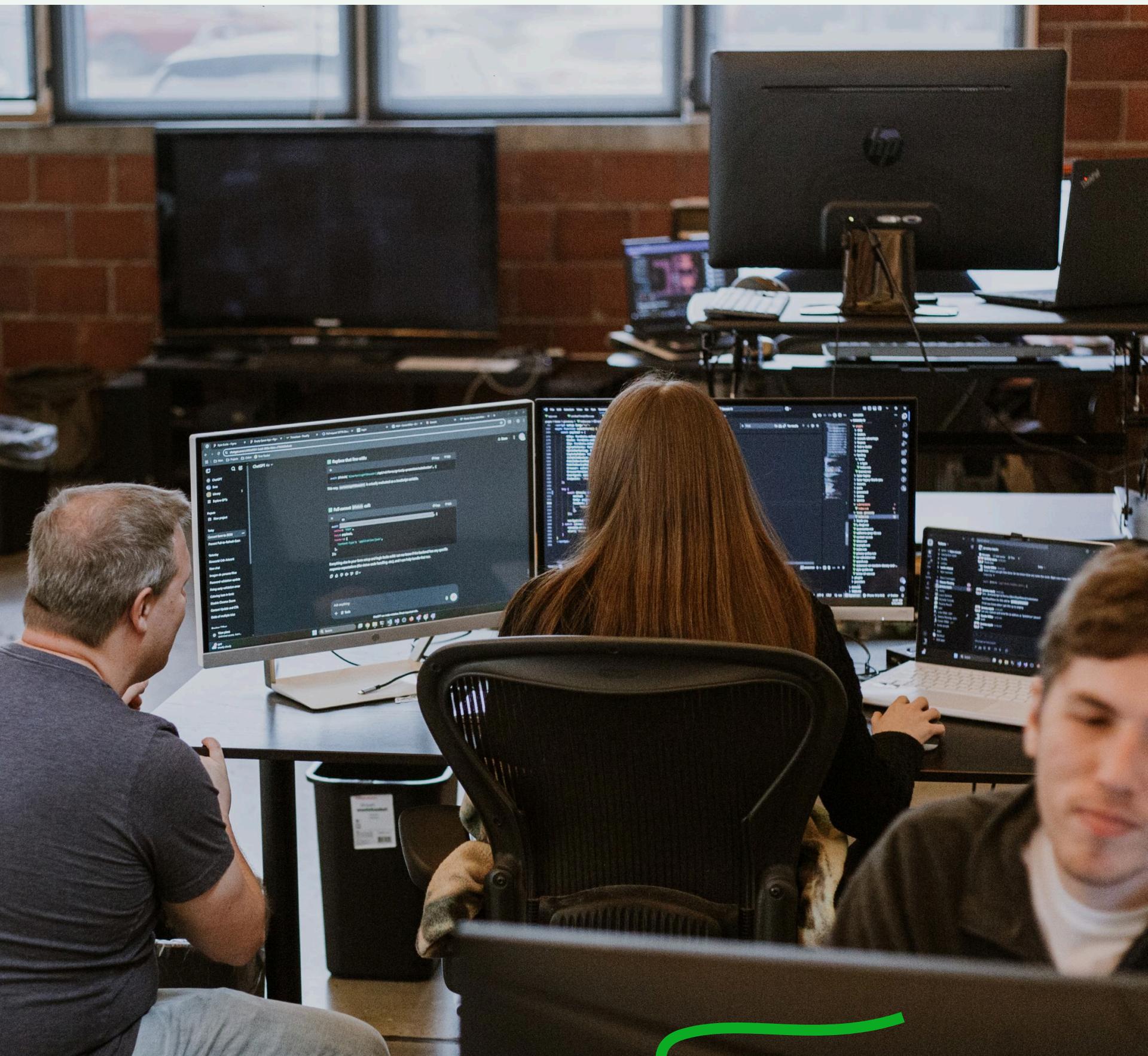


We're not big on hand-holding or long ramp-up plans. Instead, we hire fast learners, hand them chunky problems to solve, and give them space to figure it out.

It works because our people are patient, helpful, and approachable. Feedback flows freely. Growth shows up fast, in skills, confidence and ownership.

Nobody here waits their turn. The ladder is yours to build, but you won't climb it alone.

# Learn Constantly: The 208 Advantage



We stay sharp by staying curious. At Volano, learning isn't extra credit; it's expected.

Everyone gets 208 hours a year (that's 4 hours a week) to level up. Use them well. Read. Test ideas. Break things. Explore new tech. Try something weird and worthwhile.

We teach what we know and admit what we don't. We learn from each other, from customers, and from solving hard problems.

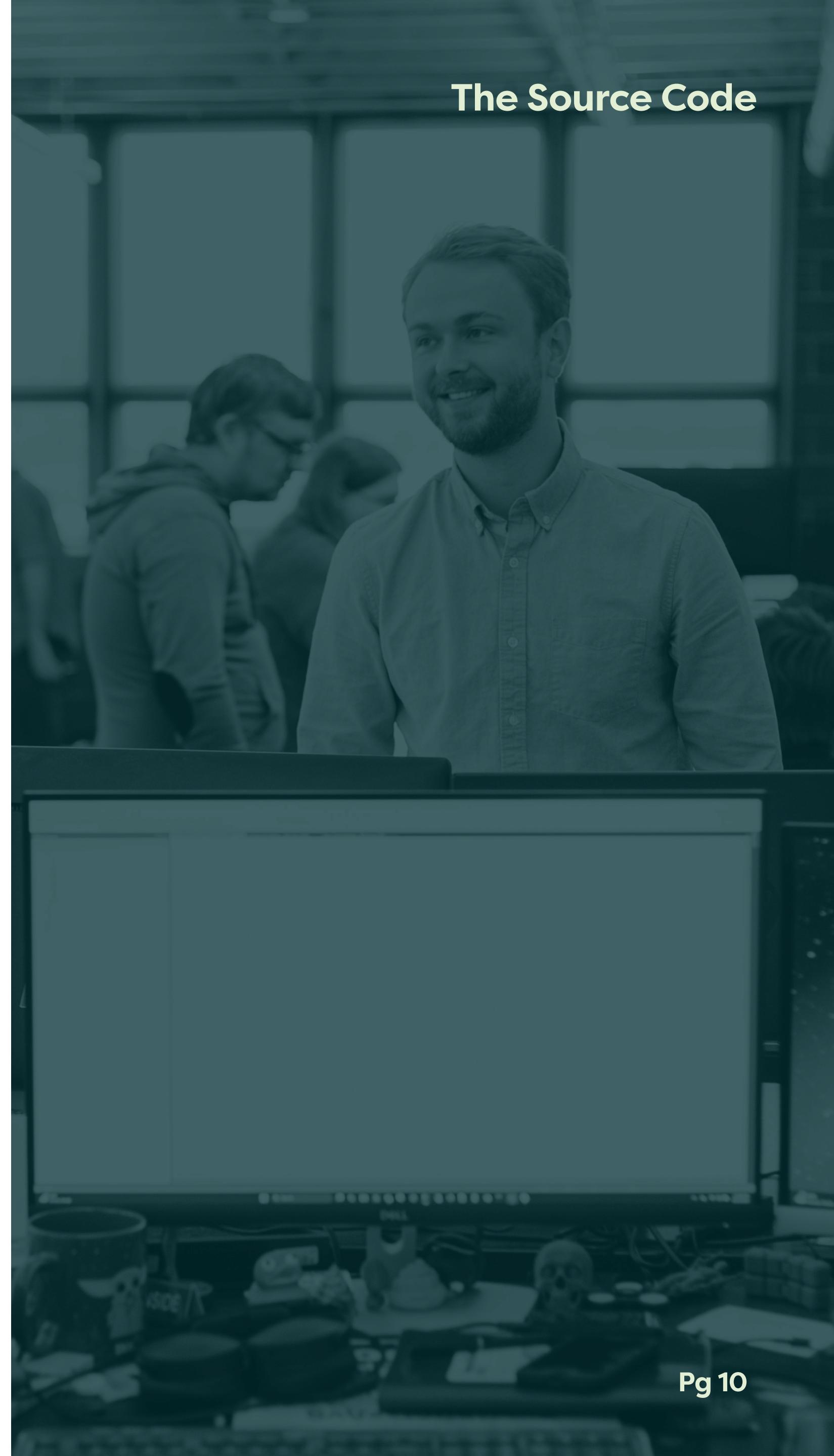
The 208 Advantage makes Volano a place where go-getters keep getting better, which means our clients get better outcomes, and we keep attracting the kind of people who want to grow.

## Perform to Completion: We live to go live.

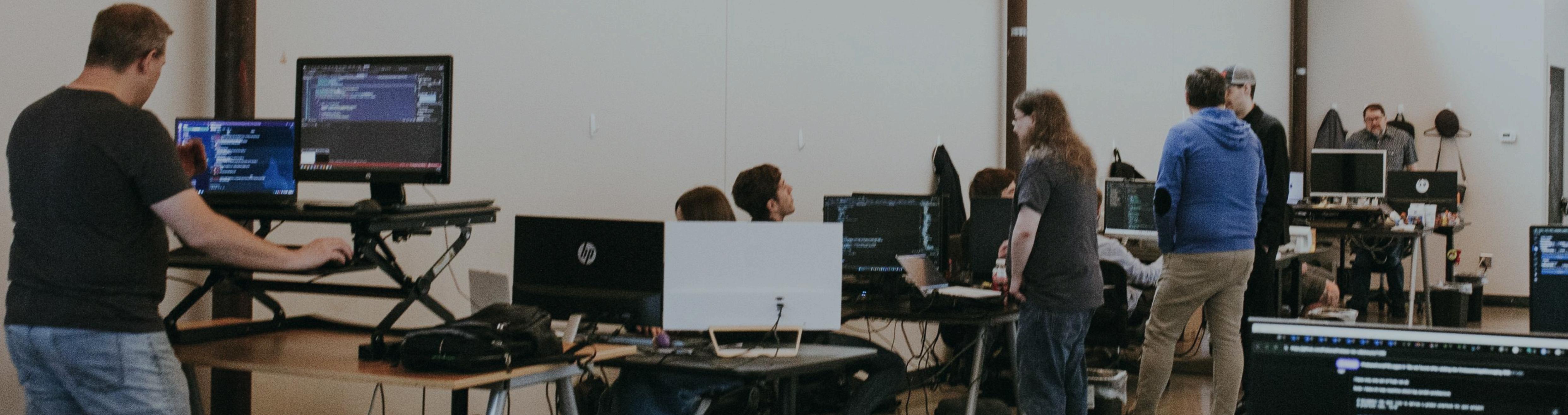
We don't half-bake. Details matter, feedback gets acted on, loops get closed. We don't stop until the work is real, tested, and live. Because finish lines are meant to be crossed.

Making work flow involves building software that actually works. Not almost. Not kinda. Reliably. Every time.

That's why clients stay. That's why referrals keep coming. That's why our rep speaks for itself.



# Take Pride in Our Work: Show Up and GSD.



As a software consultancy, we expect our devs – and everyone else – to show up like consultants. We don't hide behind buzzwords or layers of process. We say what we mean. We listen and lead.

We don't tuck engineers behind PMs: They talk to clients. They demo and make decisions.

This isn't the norm in software consulting, but it's what makes us effective. And it's why clients trust us. They know who's building their software. And they know we're listening.

**We're proud of that.**

# Adapt Easily (and Pivot Gracefully)

Dead ends happen. Scope shifts. Clients think out loud. That's when we shift gears and find a better way. We treat this like a feature, not a bug. We're built to adapt. Flex, shift, keep going.

The most adaptable thinkers win here. Not because they always agree, but because they're not precious about being "right."

## Be Fun. And Human. And Real.

This work is serious. We're not.

We solve hard problems. We also laugh, roast, riff and recharge together. Because fun isn't just ping-pong and company lunches. It's connection, care, and having a sense of humor when the stress gets high. It's how teams stay productive, especially when the work gets heavy.

We lead with empathy, assume good intent, and never forget we're all juggling something.

Kindness doesn't slow us down. It keeps us going.

# The Long Game

We're building the company we want to work for in 10 years. It means long-term thinking. It means shared wins. It means building something worth sticking around for.

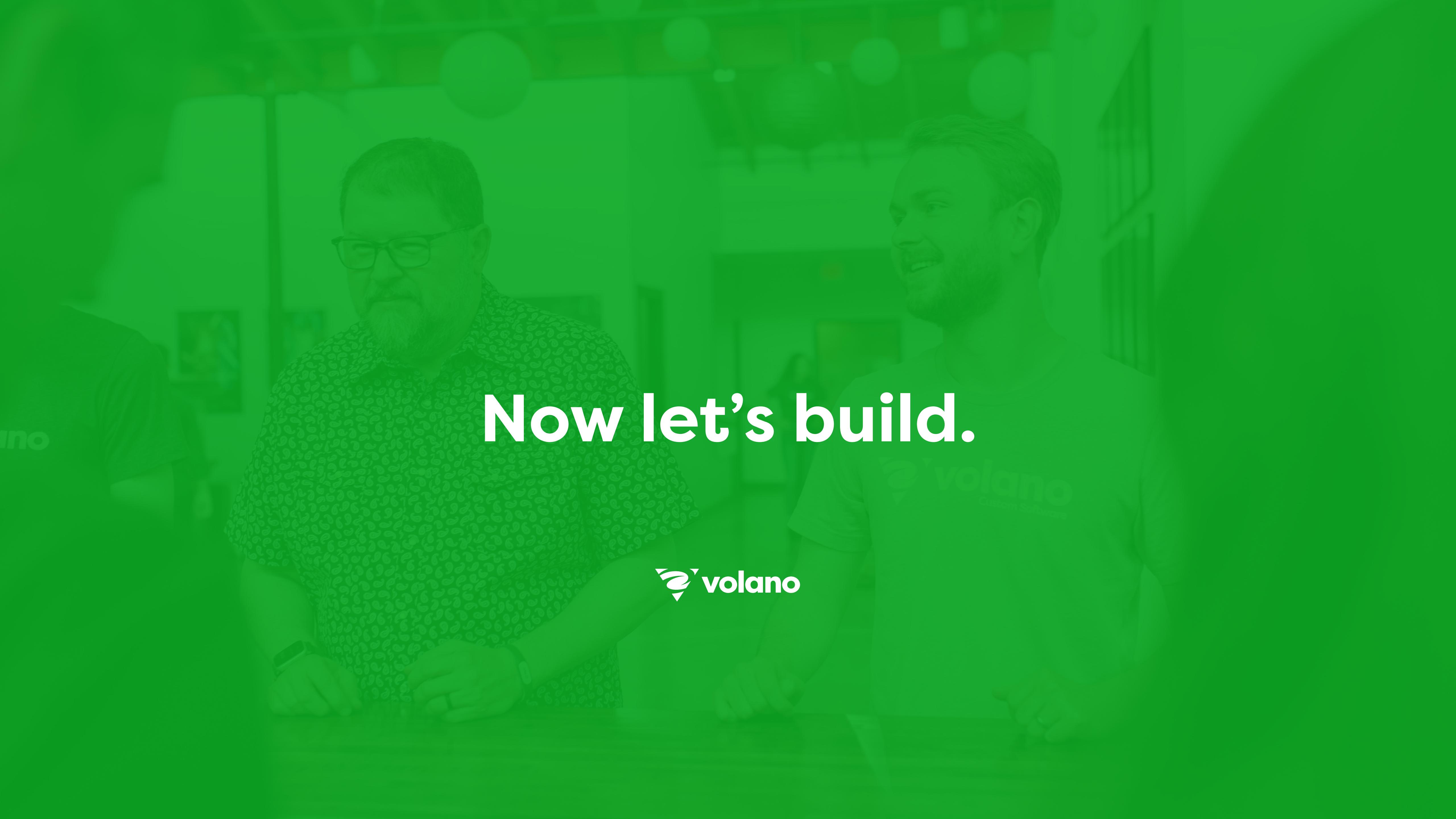
Is that because we're employee-owned?

**Absolutely.**

Would we do it anyway?

**Hell yes.**

We're building a future where Volano is the go-to software consultancy in the Midwest for untangling chaos with clean code, clear workflows and just the right amount of sarcasm.

A group of diverse people, including a man with a beard and glasses, are working together on a project. They are smiling and looking at a screen, suggesting a collaborative and positive work environment.

Now let's build.

