Sample List of core values

Core Value	Individuals Understanding of the value(A)	Explain its applicability in Organization (B)	How it can be incorporated and assessed in the Organization(C)
Integrity, Data Integrity	Being honest with own self and with organization. Oneness of thoughts and actions	Handles applications and data of all areas, i.e. from personal, finance, procurement, infrastructure and up to train operations	Data integrity is critical to CRIS as it handles huge and a large variety of data. Employee's belief in integrity is critical to the authenticity of CRIS Data.
Innovation	Something new - like business process reengineering, exploring and using open source technology or use emerging technologies like AI or data Analytics to meet customer requirements. It need not be always big, it can be also rewriting of existing code or Query to improve performance.	Technology is a fast changing environment and CRIS being a technology Organization cannot continue without being innovative.	Imbibing new technology and innovative approach are key values to be possessed by CRIS employees to keep pace with changing technologies.
Quality	To achieve quality, Documentation and standardization is very significant. It also means that product is user friendly, error free, efficient and simple to use.	Quality is critical for retaining customers and no organization can survive without customers.	Management need to ensure that every Employee understands the concept of Cost of Quality (COQ). As documentation is one of the key ingredients of Quality, employees should be imparted training for document creation. As organization is working towards ISO27001 certification and ISO 9001 certification is also planned, it will address and ensure documentation need of projects.
Teamwork	When everyone working together, combine their individual skills in pursuit of common objective, generally the objective is achieved in the most effective and efficient way.	All CRIS groups are developing applications for a common customer and therefore sharing of learning's and experiences across teams saves effort. This also keeps everyone in the organization updated on new technology/innovation used in the organization.	A well defined team structure with clear roles and job descriptions and task allocations helps in maintaining a healthy environment in the team. Proper induction of new team members and understanding the development needs of team members also plays important role in teamwork. As communications and understanding are key for

Core Value	Individuals Understanding of the value(A)	Explain its applicability in Organization (B)	How it can be incorporated and assessed in the Organization(C)
			becoming a good team player, imparting Soft skills training goes a long way in building team work culture in organization
Learning and Growth	Training allows employees to acquire new skills; it also sharpens existing ones and makes an individual perform better. Productivity of employees also increases with continuous learning.	An organization is made up of its employees and the achievements of an organization are actually achievements of its employees. Therefore if an employee performs to its peak after training, it will definitely lead to organizations Growth	Guided and targeted learning through various learning approaches including online and self-learning. Employees should be encouraged for learning by including it in Appraisal system.
Cost of Quality(Cost-Consciousness)	Methodology that determines the cost incurred to prevent poor quality of a Product. It can be minimized but cannot be completely eliminated.	Absence of quality brings down reputation of organization and also the raises questions on its existence. It is not only the cost faced by customer on account of failures but also the cost incurred to prevent the failures and non conformance.	COQ factor is currently measured in organization by QAG. Employee meetings are done by QAG for awareness of this concept but still, many employees are not aware of this concept. Therefore Project group's need to communicate the cost consciousness to team mates and not only work towards delivering bug free application but also optimize the efforts spent in appraisal and preventive activities.
Time and schedule/effort adherence	Performing the project activities at scheduled time within estimated effort, keeps the project cost in control, which is one of major component of quality measurement	CRIS is a Project mode organization and Work is awarded based on the estimates given to railways in terms of time and cost. Any deviation from the estimated/planned Time and effort is loss to the railways as well as CRIS.	As many Employees are now trained in Project Management practices, a Project management Office should be set up, comprising of trained employees. The Project Management Office should work towards including IT Industry practices for Time and effort estimation and continuous monitoring and Control of Projects.

Core Value	Individuals Understanding of the value(A)	Explain its applicability in Organization (B)	How it can be incorporated and assessed in the Organization(C)
Commitment	Firm decision to do something promised or planned	Only employee's dedication and commitment can enable organization to deliver the results. It is applicable as Time and schedule adherence of project's is critical and organization need employee commitment for upgrading their learning's and devoting time towards projects	This value can be made part of employee appraisal system to ensure commitment at employee level.
Reliability	It means worthy of trust, dependable, faithful, authentic	Applications developed by CRIS as well as Employees should have Reliability as a key value as it will assist Employees in team workings and timely delivery and Application's as they impact safety and financial wellbeing of our customer i.e. IR. Moreover our customers i.e. citizens are also deeply affected by value of reliability as the services offered by CRIS Applications are used by them in day today planning of their lives.	At application level, testing process can be made as per IT industry and all applications should mandatorily follow the process to ensure Reliability factor of the Application.
Transparency	Honesty and openness in individual's working	In professional environment, it means honesty and openness of employees as well as management, so that all three stakeholders, Clients, Management and employees can work together and trust each other and share the issues openly and work towards resolving them	It can be built in the organization by defining standards for processes and then following the processes. All the policies should be accessible to all the intended audience readily and if possible make the employee representative, part of policy making.
Competence	It indicates sufficiency of knowledge and skills that enable someone to act in a wide variety of situations	Only competent Employees can deliver the desired result and participate in the organization's journey towards realization of its vision.	Competence building is a mandatory requirement in a technology organization. It can be identified by comparing the available vs. required skills in employees and then trained to fill the gap. Promotion policy also

Core Value	Individuals Understanding of the value(A)	Explain its applicability in Organization (B)	How it can be incorporated and assessed in the Organization(C)
			assesses employee competence.
synergy	Coordinated efforts of team. The team efforts are multiplied when all work with same approach and objective	CRIS's basic unit is project team, so presence of synergy as a key value in teams is must for maximizing the efforts.	This can be implemented by providing platform for knowledge sharing like knowledge portal which in addition to sharing the documents also connects team across groups through blogs and discussion forums. Setting up of common teams for work like procurement, Data base admin and solution architecting shall also bring synergy in the organization.
Vitality - Passion towards work	It is having the capacity to live and grow, or physical or mental energy or strength to continue without getting impacted by situations	As CRIS is a technology organization impacting lives of millions through its applications, Employees need to imbibe the passion towards continuous learning and professional working. As technology is continuously changing and improving with time, employees should prepare themselves to use it in the applications developed by CRIS.	Employees should be passionate towards technology advancements and continually upgrade themselves to retain vitality with career progression. Being passionate about work and technology shall result into effective team leads and project managers
Inspired by challenge	CRIS is an IT organization and technology is seen as solution to everyday life issues, which should inspire Employees to take up the challenge.	The technology is changing very fast and the customer is also demanding new features in the application frequently. CRIS employees are required to make a balance between these two dynamic environments and keep the applications available for use 24X7.	Inspiring team leads and mentors can keep employees motivated to give best of applications on latest technology to the customers without fearing of failures.

Core Value	Individuals Understanding of the value(A)	Explain its applicability in Organization (B)	How it can be incorporated and assessed in the Organization(C)
Empathy	Although CRIS is not dealing with end users directly but the applications developed are being used by millions of customers who are not well versed with technology. So empathy is required in employees to design systems keeping users need in mind.	Services designed by CRIS are utilized by fellow citizens and as we like best services from others, so same is applicable to CRIS employees also	Employees can be made to understand this by undergoing soft skills training. The relationship of a person with team mates also demonstrates this value.
Customer Service	Customer service is the act of taking care of the customer's needs by providing and delivering professional, helpful, high quality service and assistance before, during, and after the customer's requirements are met	All applications of CRIS are for Railway's which is also termed as lifeline of nation. It touches life of millions of citizens	Currently Helpdesk services in CRIS are not handled in professional manner and there is lot of scope for automation of services in this area.
Customer Satisfaction	Making products as per customer requirements	CRIS is a technology partner of Railways and builds Application for use of Railway user as well as for fellow citizens.	One of the main reasons for customer dissatisfaction is delay in roll out of Projects. Also there is complaint about lacking in technology innovations in the applications developed by CRIS.