

# Teams with Purpose Protect Mission-Critical Systems

An empowering culture that values teamwork and cutting-edge technology is helping the IT management and security firm **Tanium** attract the best and the brightest in its industry.



**GIVING COMPANIES** and government agencies the tools they need to protect their enterprise systems is mission-critical to Tanium, an 11-year-old cyber- and IT-security firm based in Emeryville, Calif. Tanium acts like the central nervous system for its customers, arming them with the power to secure, control, and manage millions of devices in a matter of seconds, building business resilience against technology disruptions that come their way.

What sets Tanium apart from other companies is the shared purpose that

motivates employees to work together to solve its customers' most challenging problems. You'll never hear a Tanium employee say "It's not my job," or "There's nothing we can do," says CEO and cofounder Orion Hindawi. Such unwavering dedication helps explain why the company retains nearly all its customers, which include close to half of the *Fortune* 100.

By trusting and empowering its employees to do the right thing, Tanium continues its rapid growth while keeping its culture strong. "People come to work at Tanium and stay here because they are inspired by our mission and want to be part of our culture where teamwork, integrity, and an unstoppable spirit make up the core values," says Bina Chaurasia, chief people officer.

To underscore the importance of those values, cofounder and executive chairman David Hindawi meets with every final candidate to ensure that each newcomer is a good cultural fit. And once those folks are hired, it's important to Tanium that employees are not just getting the job done, but that they're performing in accordance with the values. Every employee is empowered to act like an owner and is given an equity stake in the company—a differentiator that Tanium believes is critical to the sustainable growth and long-term resilience of the business.

Orion Hindawi sees the link between Tanium's technical innovation and rapid growth, and its people. "Working at Tanium," he says, "means being part of an enterprise that's creating a technology that is completely revolutionary and of paramount importance to society today. It also means being part of building a company where everyone can do the best work of their lives." In the end, that's good for Tanium employees—and customers. ■

