



PARTICIPATION

PROACTIVITY

PARTNERSHIPS

POSITIVITY

PATH FORWARD



The Max
Foundation

Our Culture

The culture of The Max Foundation is rooted in service, partnership, and a sense of community. We express our passion, core beliefs, and values by tapping into behaviors that define us as an organization. These encouraged behaviors, known collectively as the 5Ps, highlight our commitment to a people-centered workplace and drive us towards achieving our strategic goals. Together, as we embody the 5Ps, we will grow our community, our culture, and our impact.

What Drives Us

We take a very human approach to every aspect of our work.

We see our patients, colleagues, partners, funders, and donors, as people first and we support, learn from, and listen to one another. We move forward with urgency and a commitment to the lives of real people who need help today.

Who We Are

- Deeply connected to our mission
- Warm and compassionate, towards each patient, partner, funder, donor, and all our colleagues
- Humble leaders, focused on impact
- Resourceful problem-solvers
- Willing to learn and open to change
- Supportive team-members, ready to collaborate and listen



Encouraged Behaviors At The Max Foundation

PARTICIPATION

We value each team member personally and appreciate the insights and expertise each of us bring to our organization.

Speak up, share your voice and perspective.

Listen to understand and ask clarifying questions.

Consider implications across regions and functions.

Take responsibility, seek feedback, and communicate widely.

PROACTIVITY

We typically work within new environments that have not been explored before. As such, there is a great degree of innovation required in our daily work.

Anticipate challenges and propose solutions, regularly review procedures for new improvements.

Aim to do your best and to exceed expectations with high-quality work.

Reliably finish tasks without reminders.

Proactively communicate important progress and milestones.

Pursue self-improvement, take the initiative to learn when unsure.

Own your failures, be willing to learn and change your approach.

PARTNERSHIPS

We depend on our implementing partners, as well as funders and donors, to achieve our goals. Our human approach extends to these relationships.

Take interest in every partner's environment, their challenges, and aspirations. Get to know them on a personal level.

Seek solutions that help both them and us.

Remember to share successes and remind them how much we value their engagement.

Explain our needs clearly while always being respectful.

POSITIVITY

We aim to reach patients with life-saving medicines and resources. As such, there is great intensity in our environment. We depend on each other for emotional support and encouragement.

Support your colleagues and celebrate successes together.

Show up ready to participate and maintain a positive attitude.

Stay flexible and embrace opportunities.

Embrace diversity and consider other perspectives.

PATH FORWARD

Organizational decisions are made by senior management after a period of consultation.

Show up, share your opinion, explain your perspective. Share the context and reasoning behind decisions

Trust and embrace decisions.

Support the implementation of all decisions, reframe your point of view as needed.



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