

### Talent Wins The New Playbook For Putting People First

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#### Talent Wins The New Playbook

• Market shis due to new technology or new competors or new business models • Company is unable to adapt quickly, because the employees are extremely good at following the exisng processes, and process adherence is the value system • Company generally grinds painfully into

#### Reference Guide on our Freedom & Responsibility Culture

In the 10 Laws of Cloud, we explain how scale wins in cloud economics—the larger you are, and the more revenue you have, the more defensible your cloud business. Market leaders create a virtuous cycle with pricing power, talent, and product that reinforce their lead. Growing ARR should therefore be your company's top priority.

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