

WE ARE PROS

An introduction to our culture and values

$$V(x,t) \approx \sum_{i=1}^n v_i(x_i,t)$$





$V(x,t)$



At **PROS**, our mission is to help people and companies outperform. Our culture drives our mission. It guides our behaviors, our decisions, and our attitudes.

It's What Makes Us
PROS



We're bringing together the most passionate,
smart, and caring individuals in the world.





When passionate people
focus on a common cause,
really **great things** happen.
It's exciting and contagious.

**Everyone wants
to be part of it**

The background of the slide features a photograph of two women in professional business attire, smiling warmly at the camera. The image is overlaid with a semi-transparent orange filter. The text is centered and written in a clean, white, sans-serif font.

We don't just hire the
best expertise -
we hire the **best people**
People who make everyone around them
EVEN BETTER

$$V(x,t) \approx \sum_{i=1}^n$$

It's what makes
us different

$$= \sum_{i=1}^n v_i(x_i, t)$$

$\sum_{i=1}^n v_i(x_i, t)$

We embody three simple, steadfast principles in everything we do.



**What Are
Owners**



**What Are
Innovators**



**We
Care**



**We
Are
OWNERS**

“

**No one ever washes
a rental car.”**

Scott J. Simmerman, Ph.D.



What is Ownership?

You look for every opportunity to create a better PROS and a better experience for our customers – and you hold yourself accountable.



Living the Value of Ownership

You step up to “own it,” when an opportunity arises.

As a leader, you create opportunities for others to “own it,” too.

You don’t settle. You use your talents to the absolute fullest.

You care deeply about driving results and making a difference.

You lead by example – infectiously.

Ownership In Practice

- ✓ Ensuring there is an owner – every time
- ✓ Taking initiative and responsibility without being asked
- ✓ Finding a way to get things done
- ✓ Holding each other accountable to commitments
- ✓ Empowering people to do their best
- ✗ Assuming someone else “has it”
- ✗ Waiting to be told what to do
- ✗ Focusing on obstacles and making excuses
- ✗ Micromanaging
- ✗ Taking shortcuts

We Are INNOVATORS

**“There are no rules here.
We’re trying to accomplish
something.”**

Thomas Edison



What is Innovation?

You think creatively to find new paths to success —
for our people, our customers, and our business.



Living the Value of innovators

You strive to set the trends, **not simply follow them.**

You believe anything is possible, **and prove it.**

You plan for the future, **not cling to the past.**


You celebrate new ideas, **and help them thrive.**

Innovation In Practice

- ✓ Learning and growing all the time
- ✓ Knowing the “why” behind our ideas
- ✓ Taking smart risks and learning from them
- ✓ Committing the time and resources to the best ideas
- ✗ Accepting good-enough and status quo
- ✗ Changing something just to change it
- ✗ Waiting to be told what to do
- ✗ Asking for ideas, but never investing in them

A photograph of a smiling couple in a library, with a large blue overlay and the text "WE CARE" in white. The woman is on the left, looking at a laptop, and the man is on the right, holding a book. The background shows bookshelves filled with books.

WE CARE



**Never doubt that a small group
of thoughtful, committed citizens
can change the world. Indeed,
it's the only thing that ever has."**

Margaret Mead



What Does it Mean to Care?

You put people first ... our customers, our employees, our partners, and our community. It's how our company was started, and how we'll always run it.



Living the Value of Caring

You **commit to** making our customers successful.

You **strive to** make those around you better.

You're collaborative, **not just productive**.

You show your appreciation **at every opportunity**.

You embrace diversity **because it makes us better by enriching our teams**.

We lead, **not just manage**.

We are accountable to each other, **always**.

We succeed together, **and learn together**.

Caring In Practice

- ✓ Focusing on what's best for our customers
- ✓ Treating each other with respect and compassion
- ✓ Trusting each other and being trustworthy
- ✓ Challenging each other to be our best
- ✓ Encouraging and rewarding each other
- ✗ Always saying yes
- ✗ Withholding feedback or avoiding critical conversations
- ✗ Making a commitment and not delivering
- ✗ Allowing mediocrity or enabling bad behavior
- ✗ Taking all the credit

ALL IN

Do your very best
to live our values in every
moment.

Take pride and
celebrate when your
team members embody
our values.

Hold each other
accountable to our values.
Don't accept anything less.
Take a stand.





Hundreds of employees have shaped PROS culture over the past 30 years. Thanks to the many who helped us put what makes PROS special into words and pictures.

Copyright © 2020, PROS Inc. All rights reserved. This document is provided for information purposes only and the contents hereof are subject to change without notice. This document is not warranted to be error-free, nor subject to any other warranties or conditions, whether expressed orally or implied in law, including implied warranties and conditions of merchantability or fitness for a particular purpose. We specifically disclaim any liability with respect to this document and no contractual obligations are formed either directly or indirectly by this document. This document may not be reproduced or transmitted in any form or by any means, electronic or mechanical, for any purpose, without our prior written permission.