

We are PROS



An Introduction to Our

Culture AND VALUES





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.

To Help
People and
Companies
Outperform

And, when passionate people focus on a common cause, really GREAT THINGS happen. It's exciting and it's contagious ...

Everyone
Wants to Be
PART OF IT





We don't just hire the
best EXPERTISE –
we hire the best PEOPLE

People who make EVERYONE around them
EVEN BETTER



It's what makes us
DIFFERENT



Value

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

We Are
OWNERS

We 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

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



This

Not This

✓ Ensuring there is an owner – every time.

✗ Assuming someone else “has it .”

✓ Taking initiative and responsibility without being asked.

✗ Waiting to be told what to do.

✓ Finding a way to get things done.

✗ Focusing on obstacles and making excuses.

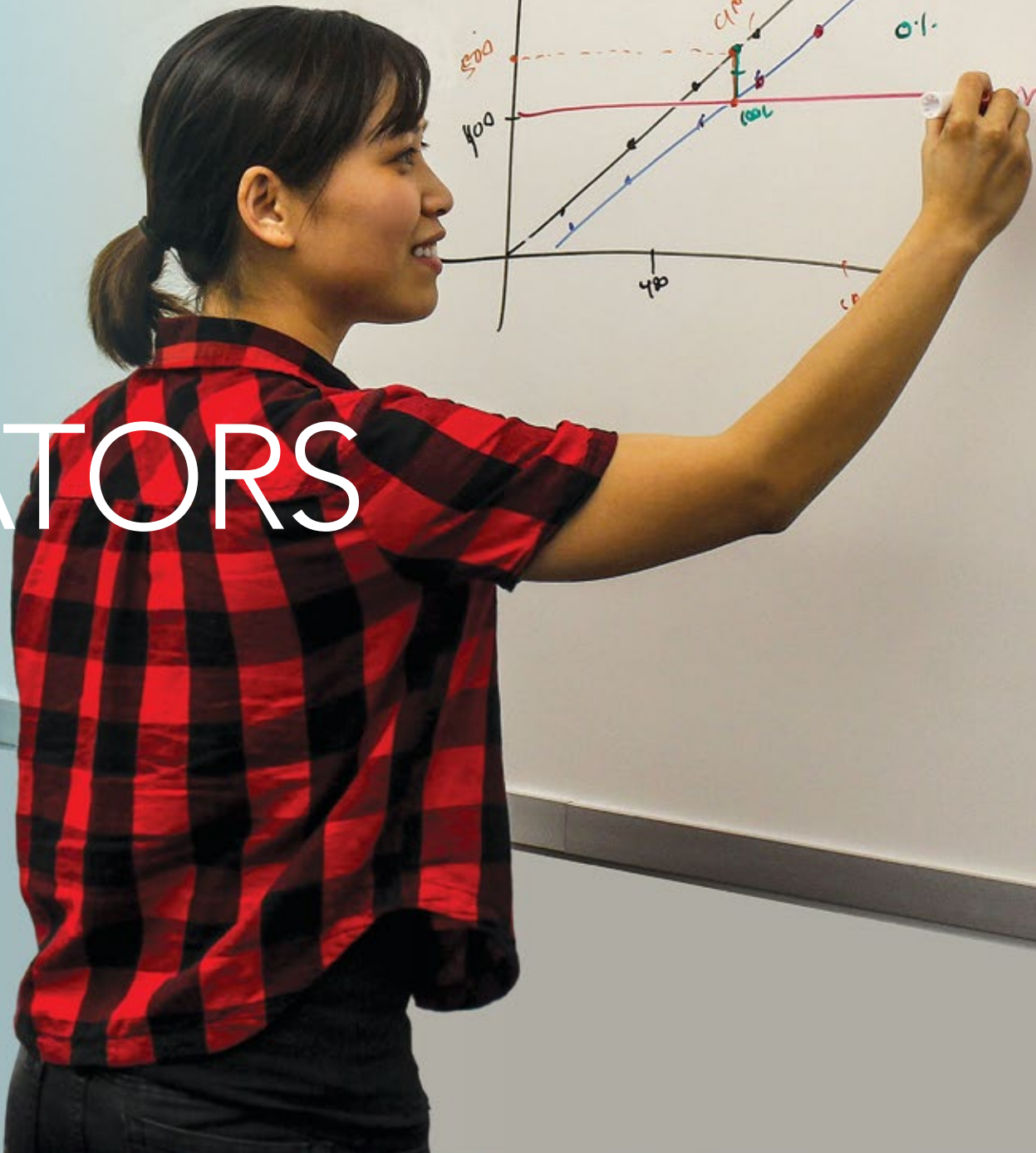
✓ Holding each other accountable to commitments.

✗ Micromanaging.

✓ Empowering people to do their best.

✗ Taking shortcuts.

We Are INNOVATORS



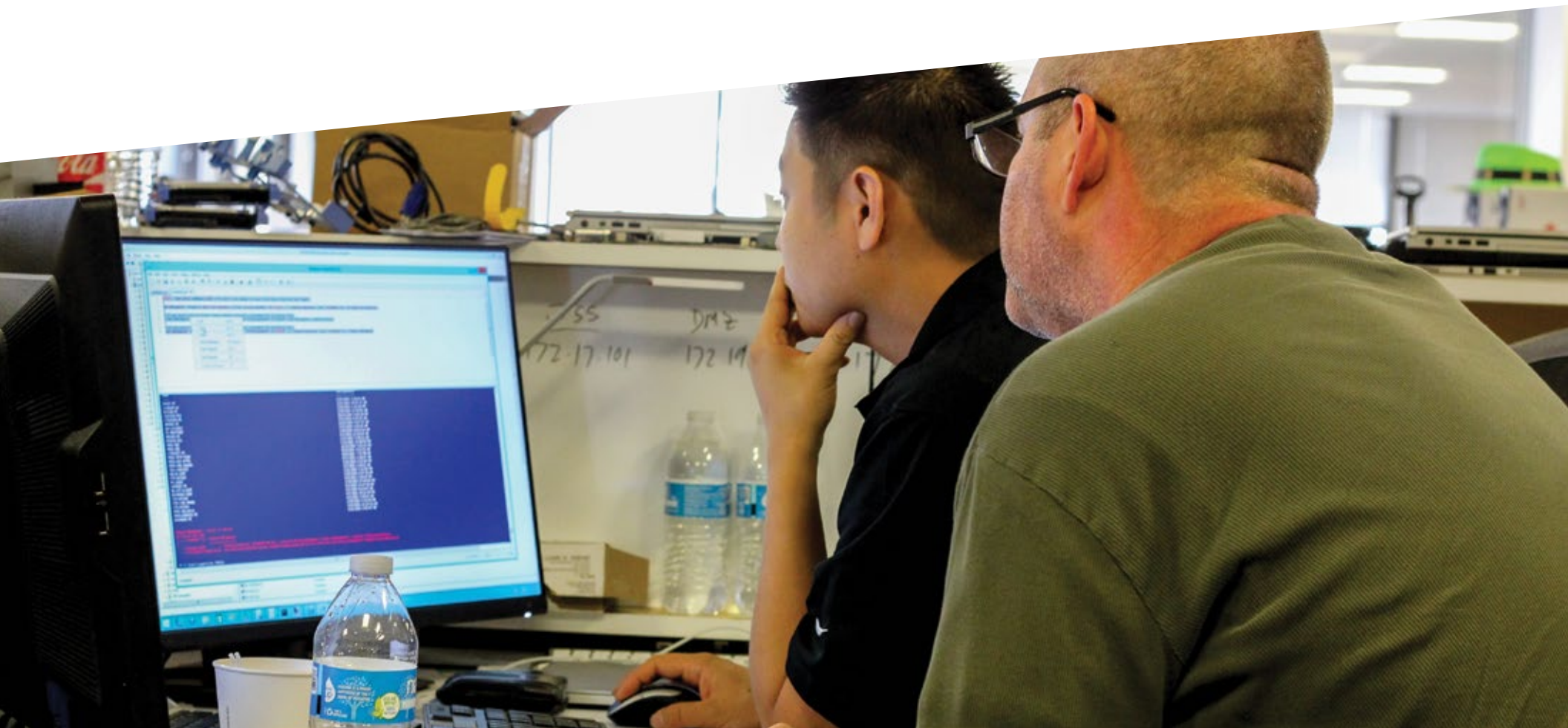


There are no rules here. We're trying to accomplish something.

– 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

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

This

Not This

✓ Learning and growing all the time.

✗ Accepting good-enough and status quo.

✓ Knowing the “why” behind our ideas.

✗ Changing something just to change it.

✓ Taking smart risks and learning from them.

✗ Being afraid to fail.

✓ Committing the time and resources to the best ideas.

✗ Asking for ideas, but never investing in them.

We CARE



imizing prices before it was cool

PROS - Since 1984

World leader in enterprise pricing software. www.pricing.com



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

You commit to making our customers successful.

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

You strive to make those around you better.

We lead, not just manage.

You're collaborative, not just productive.

We are accountable to each other, always.

You show your appreciation at every opportunity.

We succeed together, and learn together.

Caring IN PRACTICE

This

Not This

✓ Focusing on what's best for our customers.

✗ Always saying yes.

✓ Treating each other with respect and compassion.

✗ Withholding feedback or avoiding critical conversations.

✓ Trusting each other and being trustworthy.

✗ Making a commitment and not delivering.

✓ Challenging each other to be our best.

✗ Allowing mediocrity or enabling bad behavior.

✓ Encouraging and rewarding each other.

✗ Taking all the credit.



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.

BE ALL IN





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.