

**Management decides**

**Personnel participates**

**The person who knows  
the matter best decides**



**Strategy**

**Tools**

**How we provide feedback**

**The place where you work**

**The location of the next  
summer party**

**How do we make this into a company  
that everyone can be proud of**

**Workspaces**

**Email practices**

**Payment of dividends**

**Salaries**

**Working time**

**Substitute arrangements**

**Objectives for your own work**

**How we handle losses**

**Product development**

