

MetaTech Xcelerators

Creating a Wake of Goodwill with Biz Results & Tech Talent

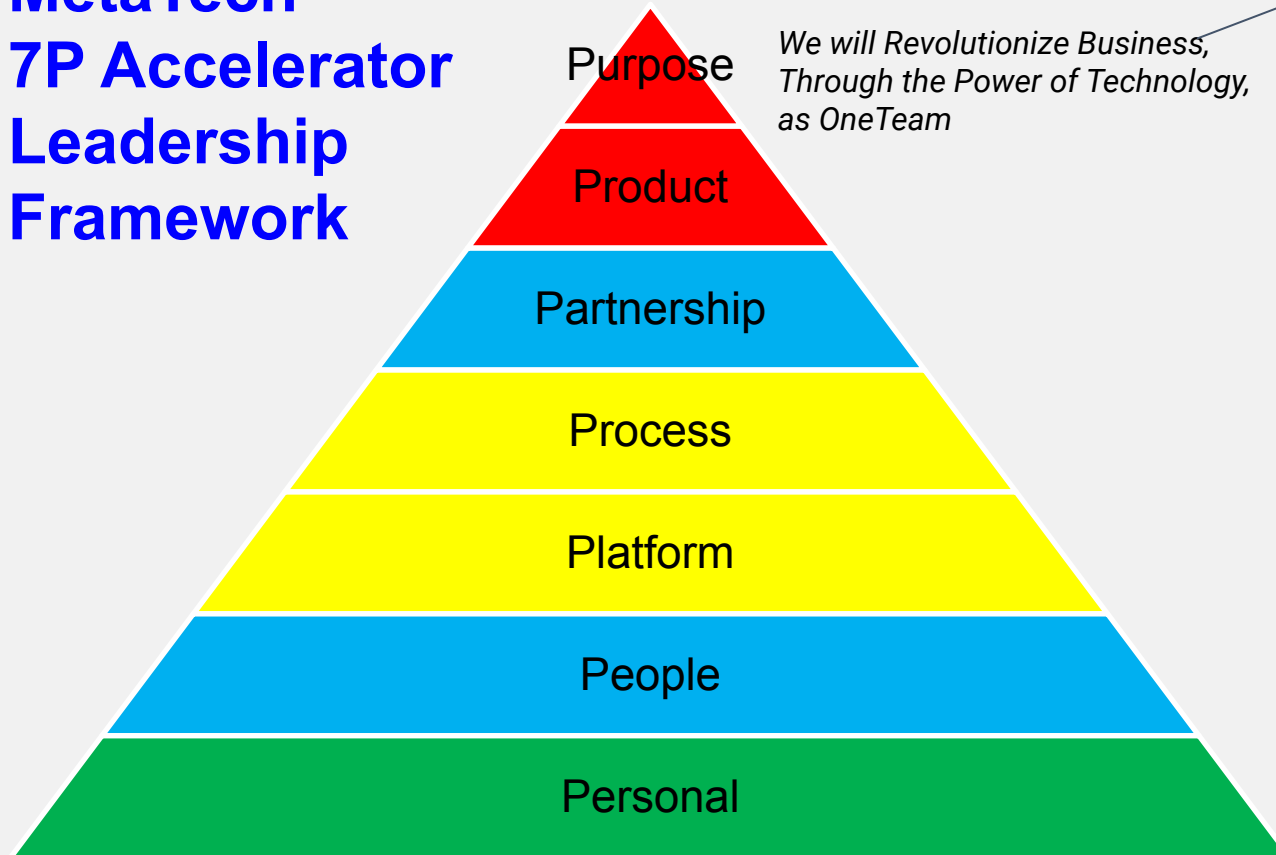
JJOstlund - MetaTechX

Our TechX mission is to enable **Technology** as a business accelerator

Product	<ul style="list-style-type: none">• To rapidly & continuously create value and improve our Product for our Customers, with our business priorities & principles guiding the way.
Platform	<ul style="list-style-type: none">• To surface the Platform for Global scale & efficiency, while providing a personalized experience that is locally relevant, offering the coolest properties available.
Process	<ul style="list-style-type: none">• To continuously improve our Processes, so that we deliver Value fast, with Quality, and at a lower cost (efficiently), using Real-time Science to lead the way.
Partnership	<ul style="list-style-type: none">• To foster a OneTeam partnership throughout the organization, with a bias for delivery on our shared business goals, and leverage across the organization.
People	<ul style="list-style-type: none">• To help our People (team talent) achieve their full potential, amidst a challenging, inclusive, inspiring, and fun environment.



MetaTech 7P Accelerator Leadership Framework



*We will Revolutionize Business,
Through the Power of Technology,
as OneTeam*

A company with infinite **Purpose**
The World's Platform
Customer Results Mindset

A **Product** that delights customers,
with great value continuously

Common Mission
Common Strategy
Open, Collaborative Partnerships
OneTeam Mindset

Common Data, Metrics
Accountable, Committed
Continuous **Process** Improvement
Agile & Scientific Mindset

Technology is an Accelerator
Resilient, Instant, Automated
Simple, Leverage, Scalable
Platform Mindset

Highly Skilled & Motivated **People**
Trusting, Helping, Humble
Growth Mindset

The Leadership Mindset

Purpose

Customer,
Business,
Impact

Partnership

Aligned,
Collaborative,
Trusted

Process

Continuous,
Learning,
Automated

Platform

Scalable,
Leveraged,
Efficient

People

Talented,
Motivated,
Learning

The TechX Leadership Influence Flywheel



Start with Purpose

Unify on the Mission, Engage on the Journey

The Mission

Milestone N...

Milestone 2

Milestone1



Engage great People

The Growth Mindset

Passion

Endless curiosity and
focus on Learning &
Developing

GRIT

Not afraid of hard work,
perseveres to achieve
results

Feedback

Embraces Feedback &
Failure as means to
learning

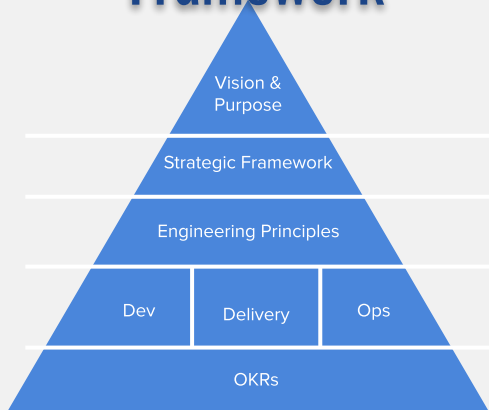
Optimistic

Lives with gratitude,
amidst a world rich of
opportunities

We can all be Growth minded. It's a choice.

Provide people with Motivation & Opportunities to make Impact,
while continuously Growing

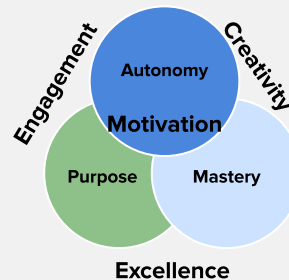
Framework



Shared Objectives

Our mission is to
create **VALUE**
with **SPEED, SCALE, QUALITY, &**
EFFICIENCY
While continuously **IMPROVING**

Freedom



Lean
Agile
Scientific

Agile Team Results

Provide delightful Product

Relentlessly DELIGHT the Customer.....

Customers
Delight

Customers Define Success

Business Follows

Growth Follows

Business
Grows



Lean
Agile
Scientific

The Scientific Mindset

Hypothesis

Clear minded,
objective ideas

Observations

Disciplined
research

Metrics

Decisions
based on
Indisputable
data

Discovery

Adaptive
learning
journey

We all must understand our Business & Scientific method. We are all Business owners!

The Data Mindset

Metrics

Continuous
Logging,
Monitoring

Science

Hypothesis
Observations
Measures

Knowledge

Ubiquitous
Business
Domain

Discovery

Adaptive
learning
insights

Grow the Platform

The Platform Mindset

Scalable

Simple
Repeatable

Leveraged

Shared
Reusable

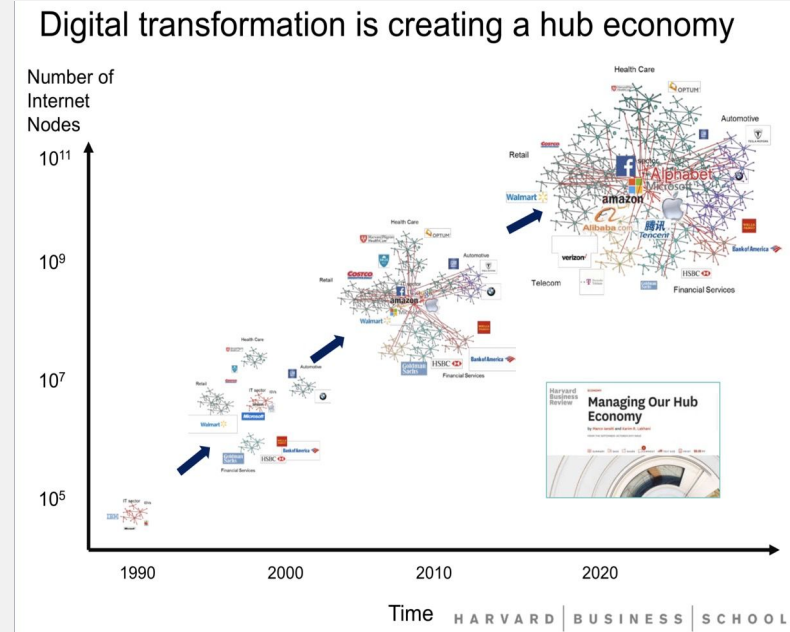
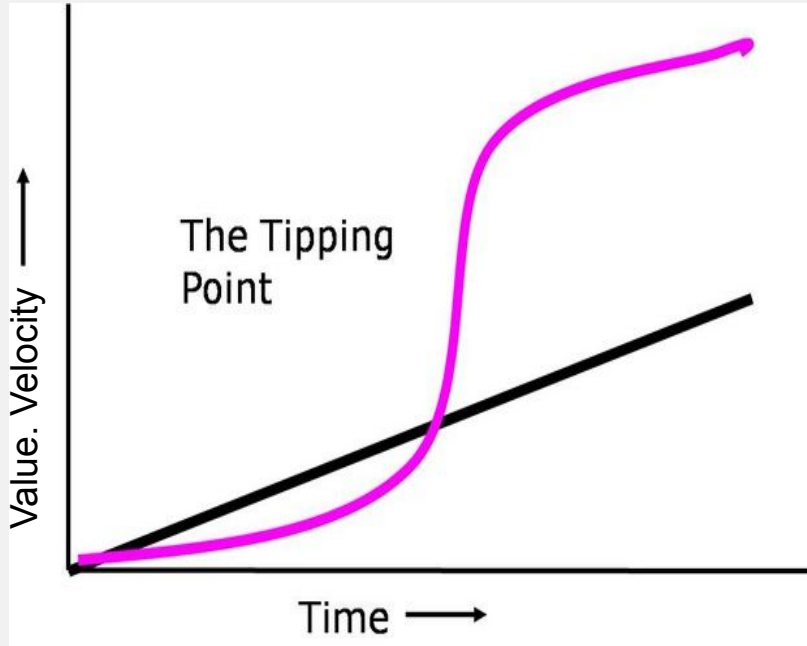
Resilient

Agile
Available

Efficient

Automated
Economical

A platform creates continuous Value @ Scale



Business Growth, Learning Velocity, etc

Optimize the Process

The Agile Mindset

People

Individuals and interactions over processes and tools

Results

Working software over comprehensive documentation

Customer

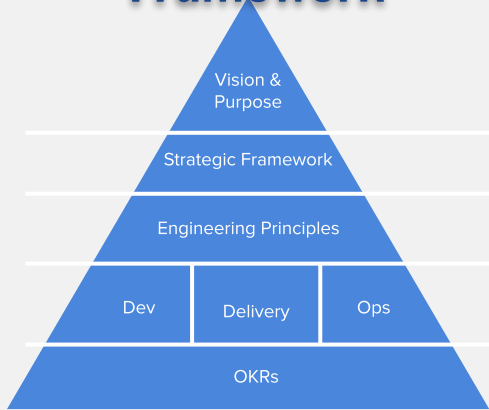
Customer collaboration over contract negotiation

Iterative

Responding to change over following a plan

Providing teams with Opportunities to make Impact and Grow Learn by Improving...

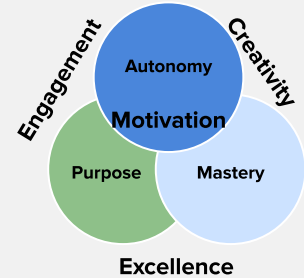
Framework



Shared Objectives

Our Engineering mission is to
continuously deliver **VALUE**
with **SPEED, SCALE, QUALITY, &
EFFICIENCY**
While continuously **IMPROVING**
real-time

Freedom



Lean
Agile
Scientific

Agile Team Results

Foster win-win Partnership

The Partnership Mindset

Shared Goals

A common purpose & shared goals aligns people

Trust

Openness & Transparency captures diversity

Creative

Seek win-win results for maximum results

Relationship

Give more, create a wake of Goodwill

To win together, we must work together.

OneTeam Execution



OneTeam

Aligned to common mission
Empowered, agile decision making
Expect more, challenge status quo
Open, respectful communications
Helping team achieve full-potential

+1 – I agree

Miracle - Team work <https://www.youtube.com/watch?v=2nR3reKPE5Y>

1:53: "You don't have enough talent, to win on talent alone"

2:21: "The Name on front more important"

Be a great Personal coach!



Adopt Coaching Approach



RESULTS are the real **MEASURE** - **The result of our efforts, is the Feedback**

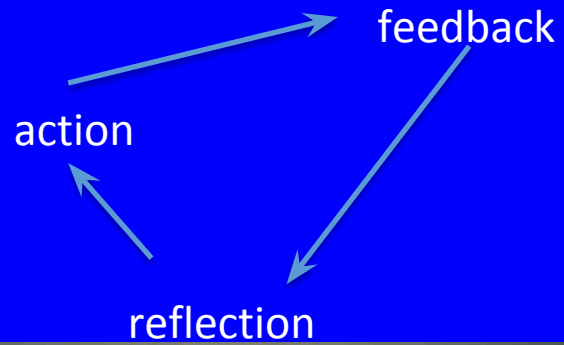
"Never mistake activity for achievement." - John Wooden

COACHING facilitates **LEARNING** - **Good Leaders provide Good Feedback**

"A coach is someone who can give correction without causing resentment." - John Wooden

HUMILITY leads to **LEARNING** - **Be Open for Feedback**

"If you're not making mistakes, then you're not doing anything. I'm positive that a doer makes mistakes." - John Wooden



Self-Aware

Pursuit of Happiness -1:10-1:46 <https://www.youtube.com/watch?v=DvtxOzO6OAE>
"Don't let anyone tell you what you can't do"