

CULTURE IS AN OPERATING SYSTEM.

STRATEGIC PILLAR IV

Governing behavior at scale.

WHAT YOU THINK IT IS:

~~Perks~~

~~Parties~~

~~Vibes~~

WHAT IT ACTUALLY IS:

Decisions

Standards

Tolerance

Culture is simply
the behavior you
tolerate when you
are not in the
room.

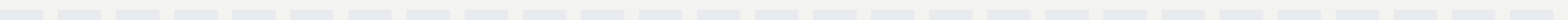
- Stratisian Philosophy

01. THE STANDARD

A-Players hate working with B-Players. If you tolerate mediocrity to “be nice”, you will lose your best people.

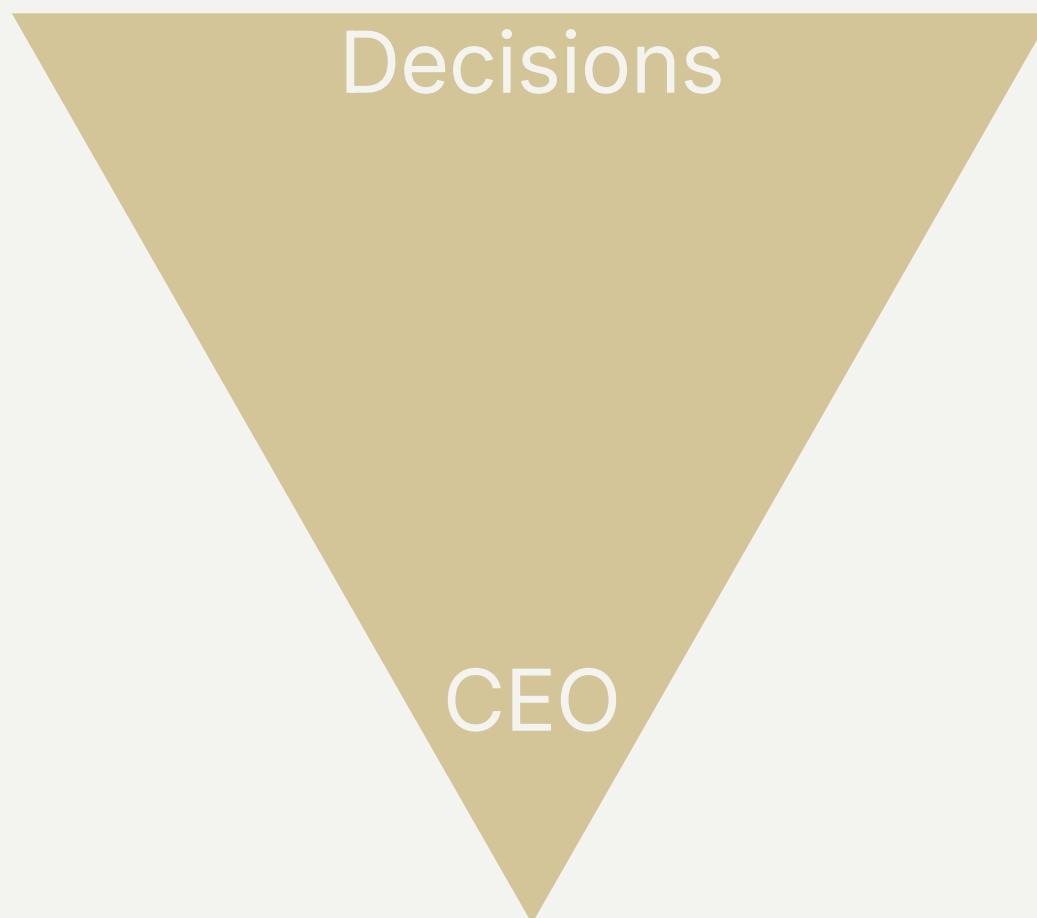
The Standard

Average



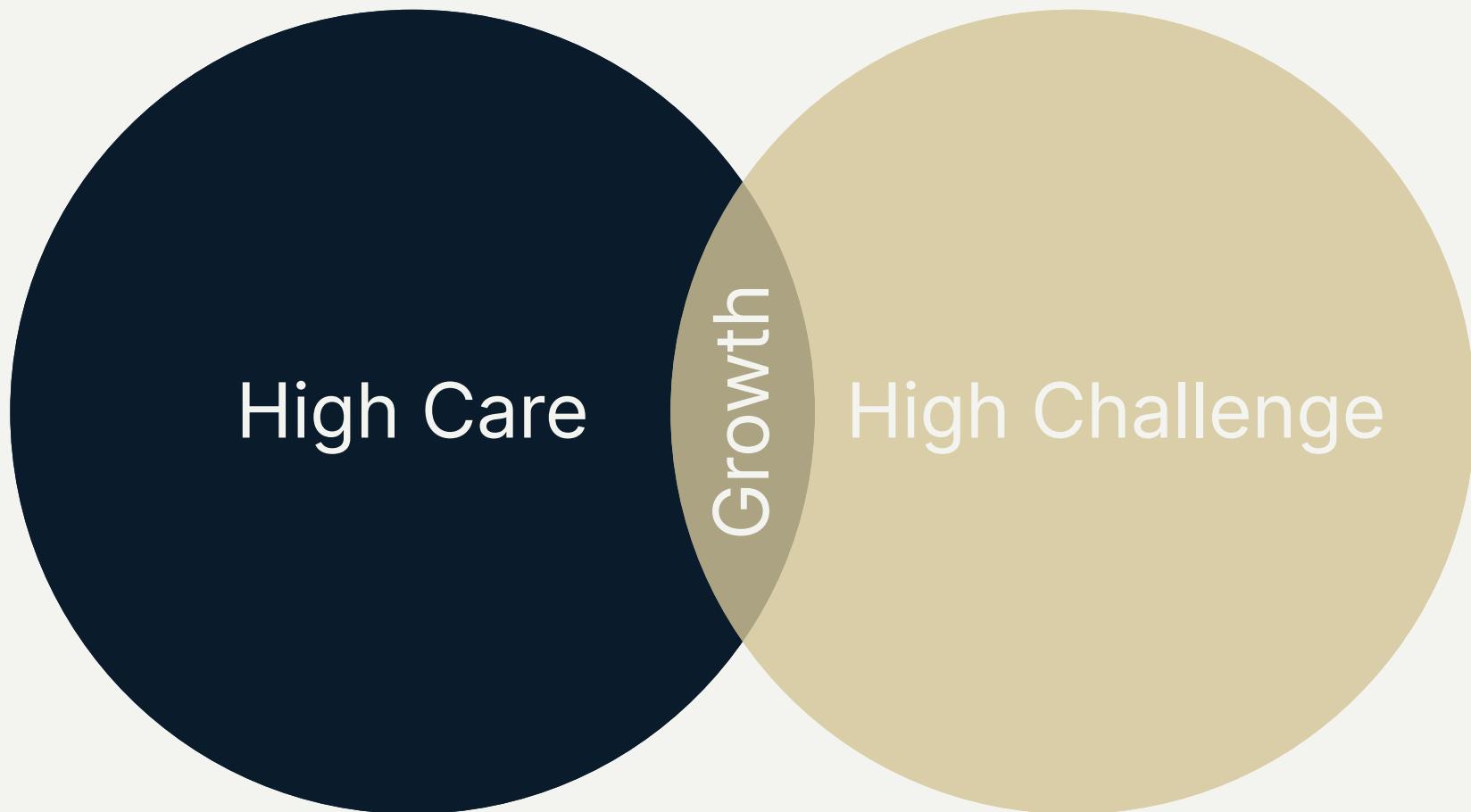
02. DECISION RIGHTS

Push decision-making authority to the person closest to the customer. The CEO should make the fewest decisions, not the most.



03. RADICAL TRUTH

Polite silence kills companies. We require high-friction, high-trust debates.



THE ENGINE AUDIT

THE CULTURE AUDIT

1. Do you tolerate high-performing jerks?
(Yes/No)
2. Can a junior employee overrule a manager with data? (Yes/No)
3. Do people know "the bar" for quality?
(Yes/No)

STRATISIAN

Strategy.
Structure.
Scale.

