



# Kaixin SHI

Cycling, Hiking Fitness & Diving  
enthusiasm

32 Years old

Chinese

Miao Ethnic Minority Group

**Decathlon Indonesia  
Marketing Manager**



# **From Product to Workplace Culture**

# Our Human Fundamentals

## Caring

I make no concession when it comes to people's safety, internally and externally.

## Integration

We recruit sports lovers who have a positive mental attitude, **Vitality**, practicality and a developed sense of customer service. They are adaptable and open-minded. They share our values and are "stronger than us".

## Collective

We all contribute to a shared purpose that inspires us and is bigger than us. We celebrate our wins together. We belong to a group that plays sports and harnesses **Authentic** relationships, based on respect and trust.

## Individual Mission

From Day One, I enjoy a diverse mission that is both demanding and measurable, for which I am accountable and receive feedback during regular meetings with my leader. I undertake training and develop my skills, so I become more agile, autonomous and effective in my job over the long term.





# Our Human Fundamentals

## Responsibility

I am and I act in a **Responsible** and sustainable manner. I take initiative, make decisions and evaluate the consequences. I have the right to make mistakes and I take responsibility by learning from them.

## Inclusion

I act in an ethical manner, and I am **Generous**. I strive for diversity and inclusion in order to have a positive impact on my environment.

## Career Path

We trust everyone with responsibility from very early on. We promote dynamic career paths, particularly through cross-functional zig zags. We focus on transferring knowledge and skills, which is essential for our continuous learning.

## Sharing

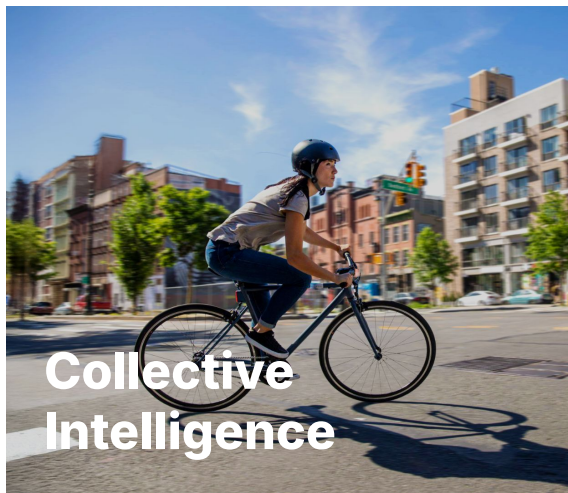
We share in the success of the company through the ability to be a shareholder, which is impacted by human, environmental, and economic performance.





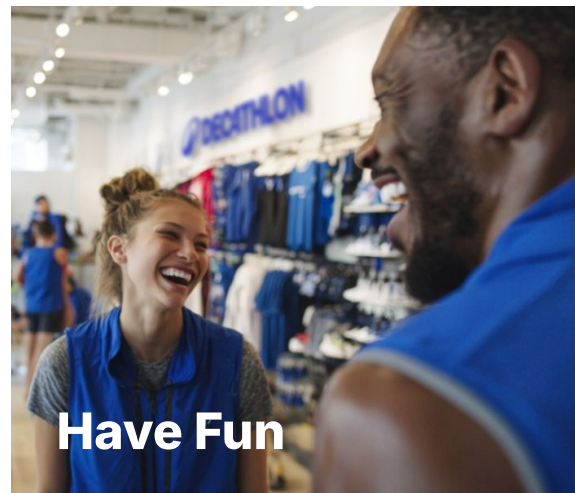
## People at the centre

- Autonomous, accountable and responsible teams
- Every day is a new starting line
- Balance robustness with agility
- Share value creation



## Collective Intelligence

- Individual Decision Meeting (IDM)
- 360 Feedback
- Decathlon Team mates barometer
- Collective decision (Talent review)



## Have Fun

- Be serious about sport and playful about life
- Play hard and celebrate all wins

**Q&A**