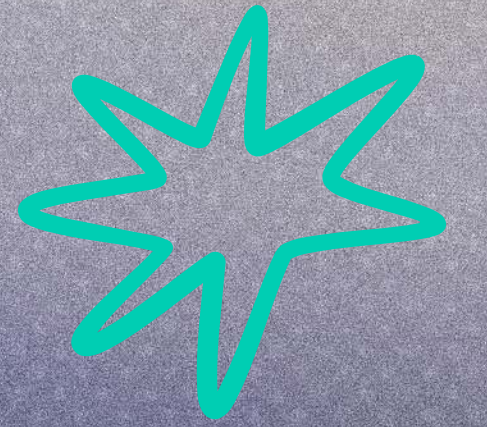


The **odoo** *culture*

Creating a company *We love.*



Why **culture**
matters?



It matters for people.



**We spend 20% of our life
at work.**

Better do it with a purpose,
building something awesome,
in a fun environment where
we can continuously learn.



*It matters
for the company.*



Culture defines the working environment.

A great working environment allows innovation, ability to execute faster and good performance.



And now
an observation



People have **dramatically changed** how they live and work.





Then



Now

Focus

Career

Purpose

Need

Great managers

Inspiring leaders

Hours

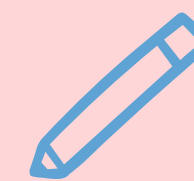
9-5

Whenever

Aspire to

Manage

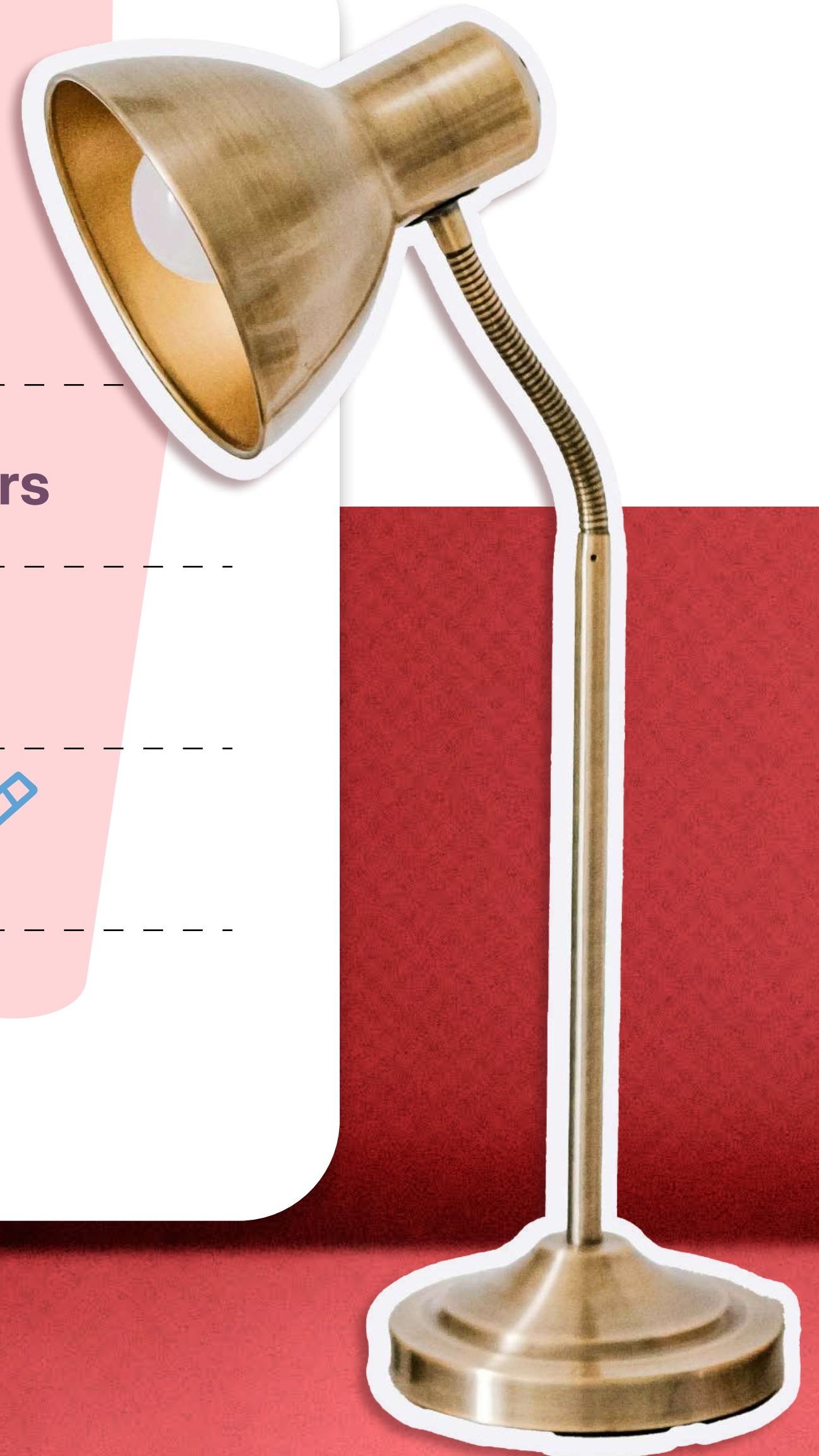
Evolve



Tenue

Whole career

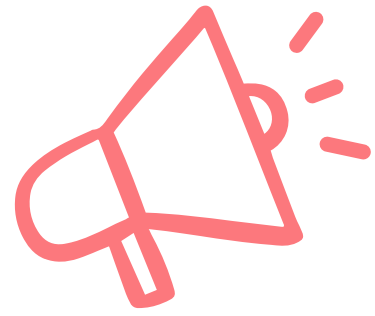
Whatever



**The bigger the companies,
the more they are frozen in time.**

At some point, they act like if
amazing people are just happy
to have a job.





*But, hey, we
are different.*



*The **o**ddoo culture*



Odoo's culture



01 Build for **the long term**

02 Optimize for
customer experience

03 **Execute faster**

04 Recruit, develop and
retain **great people**

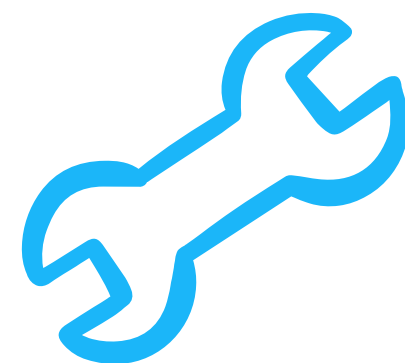
05 **Innovate, be disruptive**

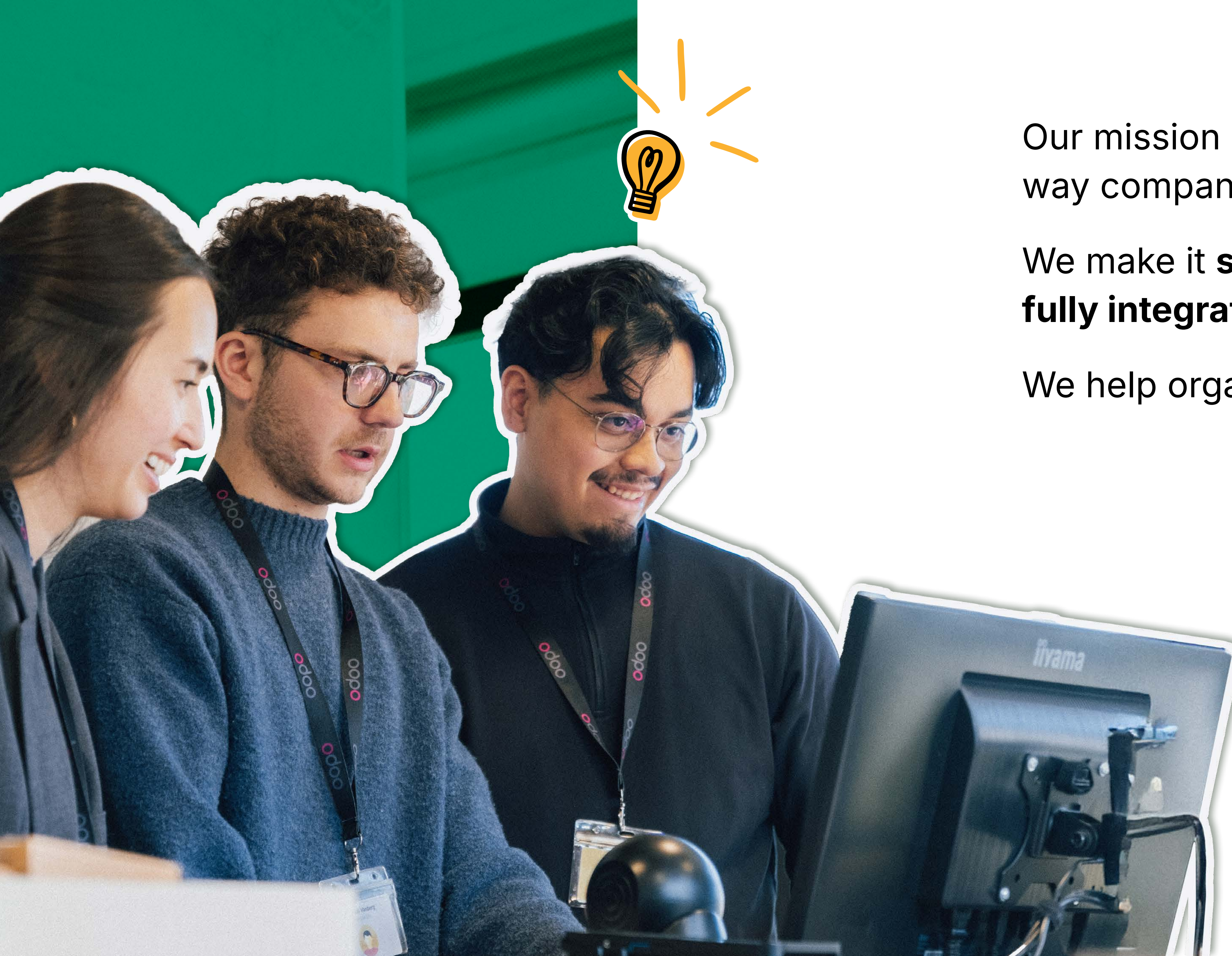
06 Keep things **simple**

07 Value **autonomy** and
freedom of action

01

Built for
the long term





Our mission is to transform the way companies run their business.

We make it **simple** and **fully integrated**.

We help organizations grow.



It's easy to say, but very hard to do...



To crack this challenge,
we have to move mountains.

We focus on building for
the long-term vision.

**We have no time for
one-shot actions.**



To crack this challenge,
we have to move mountains.

We focus on building for
the long-term vision.

**We have no time for
one-shot actions.**



*We sometimes prefer to fail
one-shot events or actions,
to focus on improving
the long term.*

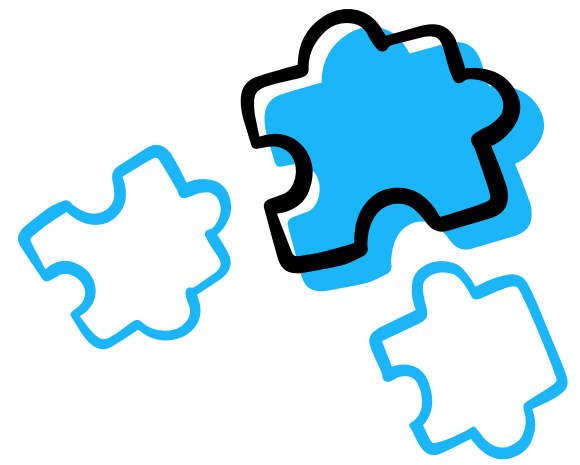


02



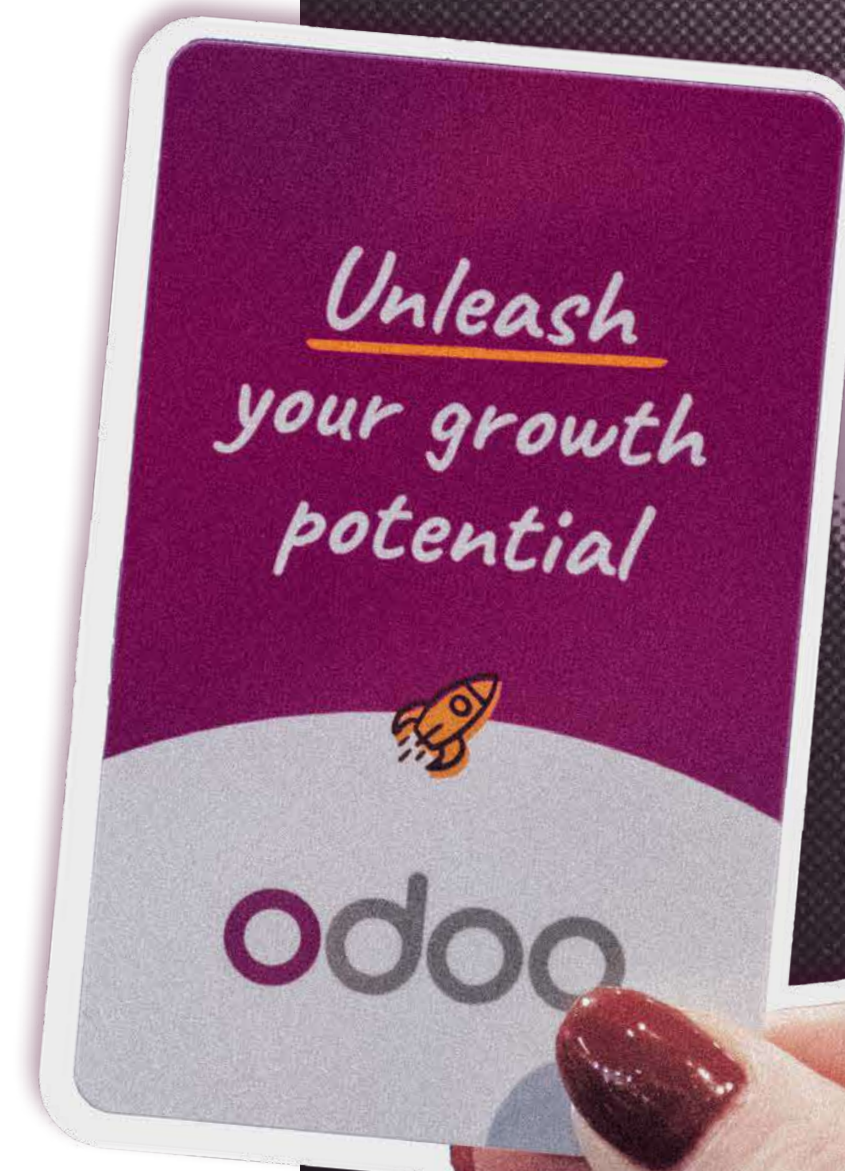
Optimize the customer experience

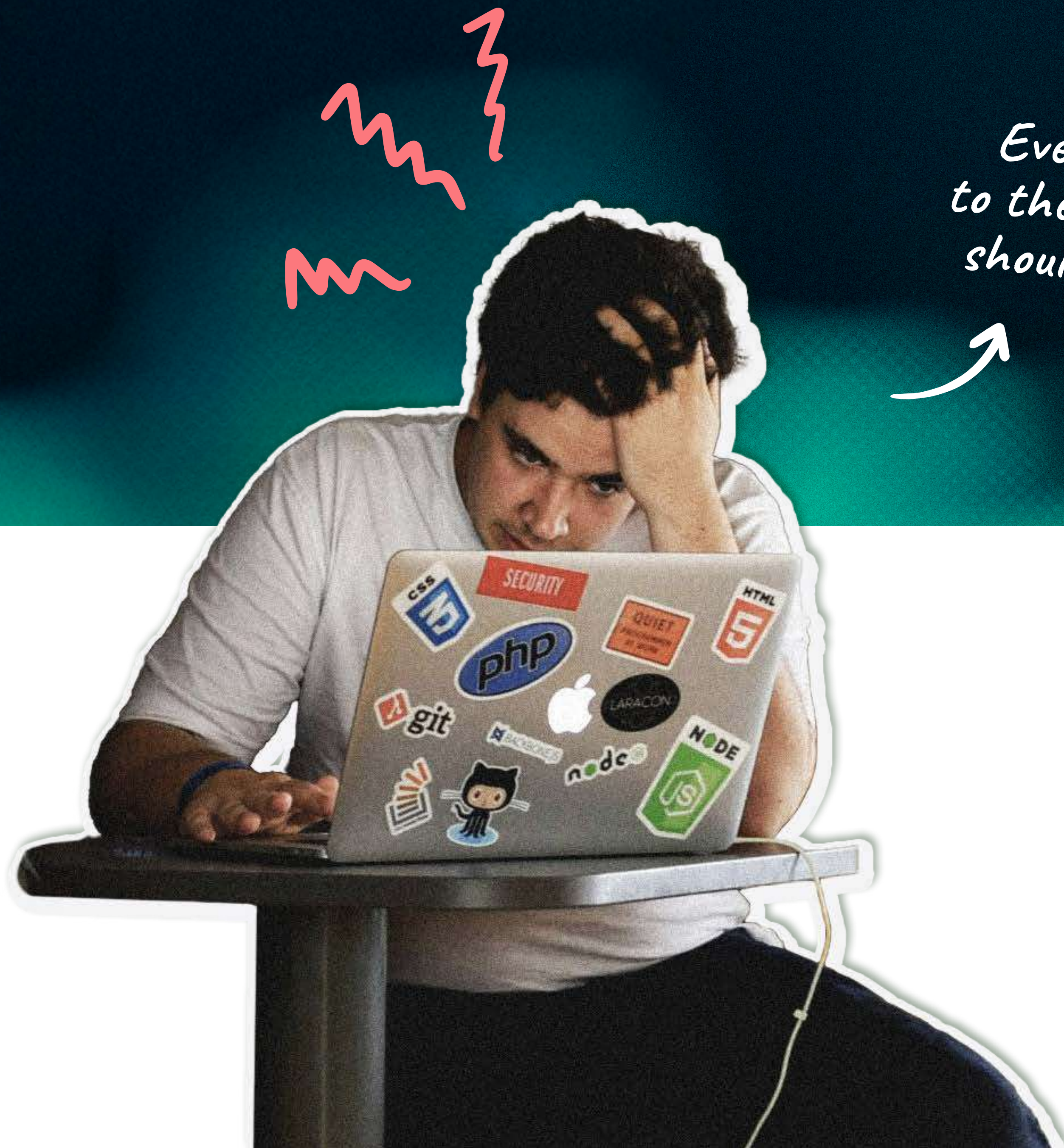




To transform how companies run their business, **having an awesome product is not enough...**

ee





*Every roadblock
to the user adoption
should be removed.*



We focus on building the perfect customer experience.

It's no longer acceptable to buy hundreds of consulting days to run your business efficiently.

We have to transform a service market (expensive implementation projects) into an out-of-the-box solution.

We care about the customer experience at every step.



Discover the website



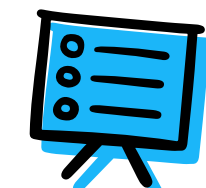
Get in touch



Subscribe & Start



Sales contract



Implementation Service



Support



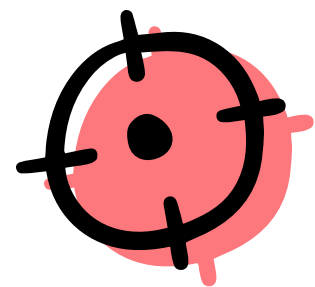
03

Execute **faster**



Our fast evolution is the result of the decisions we take. It's all about optimizing the path to build great things, and avoiding waste.

It's not (only) because we have fast employees.





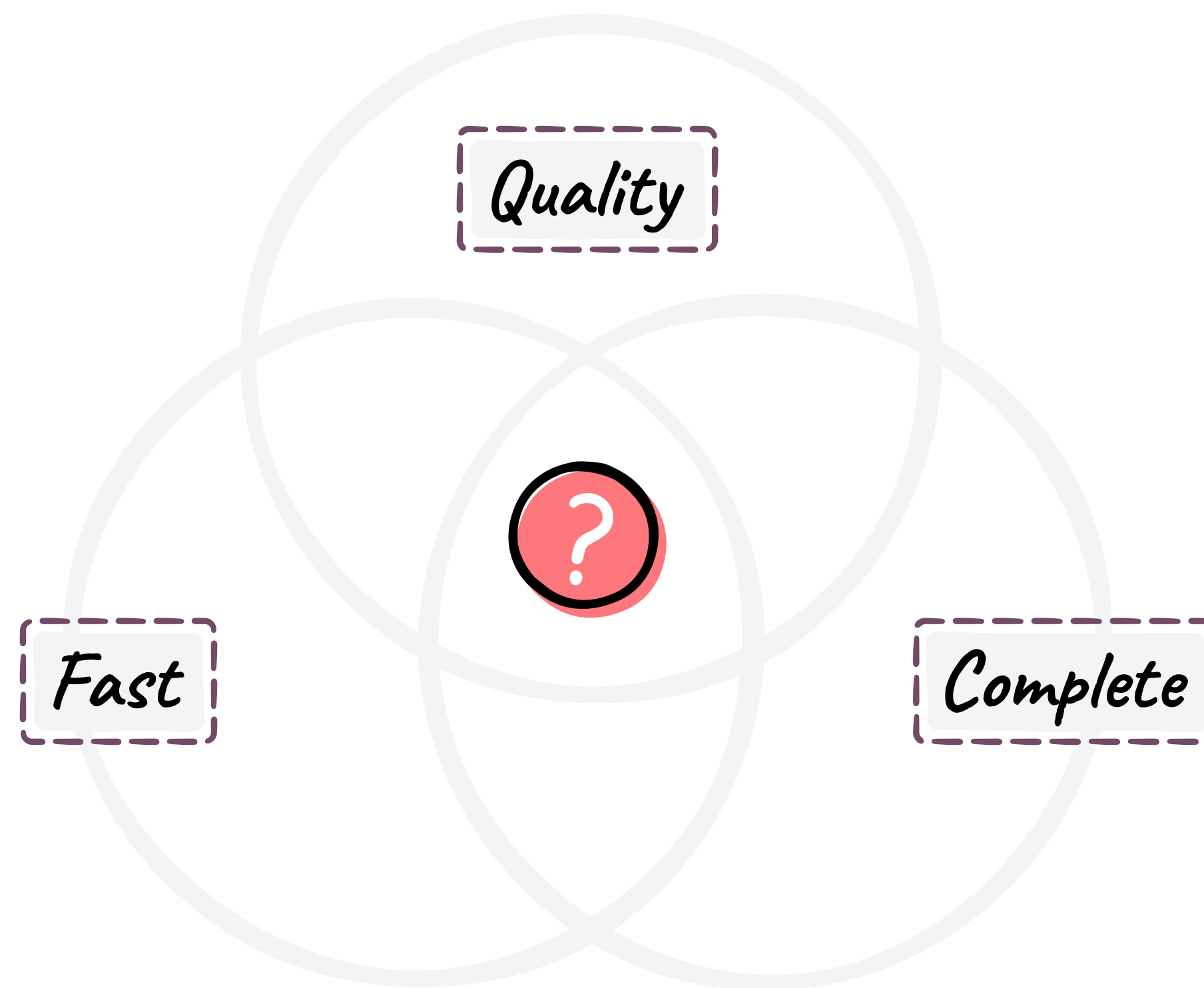
Whether an idea is good or not is rarely the question.

An idea is worth implementing if there is no other path that would lead to the same impact in less time/money.

Staying focused is usually more important than doing one thing more.



Example:
Building a new website

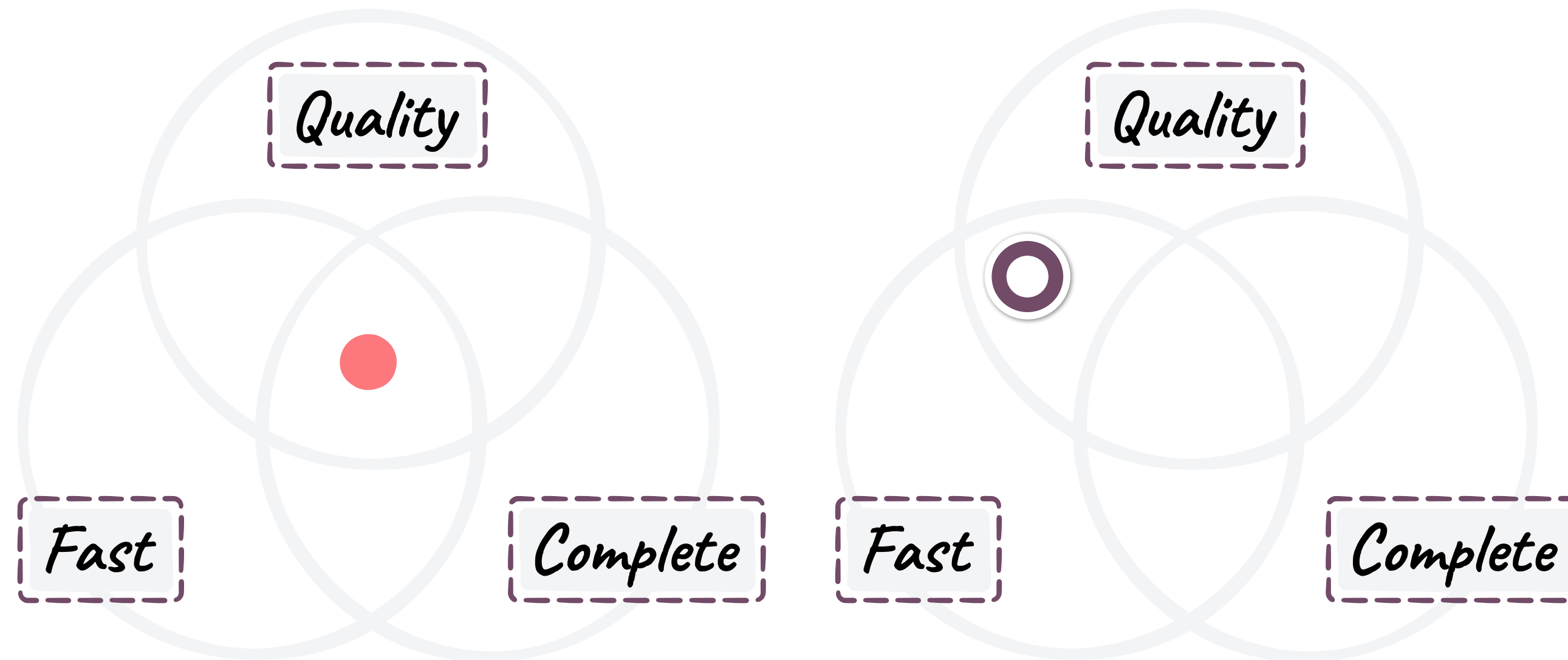


Quality: Perfect design, perfect colors, shadow, clean redirect...

Fast: release it in 2 weeks instead of 2 months.

Complete: multi-lang, eCommerce features, jobs page, integrated...

How do we take our decisions



Most Companies

They try to do everything: quality, complete, fast.

Odoo

We do less, but we do it **faster** with good quality.

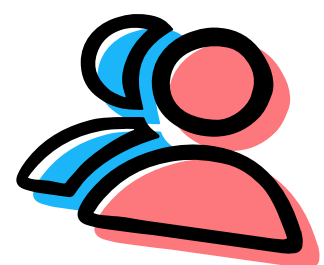
Quality: Perfect design, perfect colors, shadow, clean redirect...

Fast: release it in 2 weeks instead of 2 months.

Complete: multi-lang, eCommerce features, jobs page, integrated...

04

Recruit, develop
and retain
great people!




*Great workplace means
stunning colleagues.*

*Smart people want to work
with smart people.*



In procedural work, the over-achiever perform 30% better than the average. In creative/inventive work, **the best are 10x.**



We invest in recruiting, developing and retaining talents.



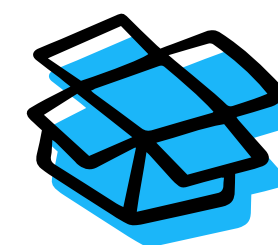
“

You are the average of the
5 people you hang out with.

— DREW HOUSTON



CEO of Dropbox

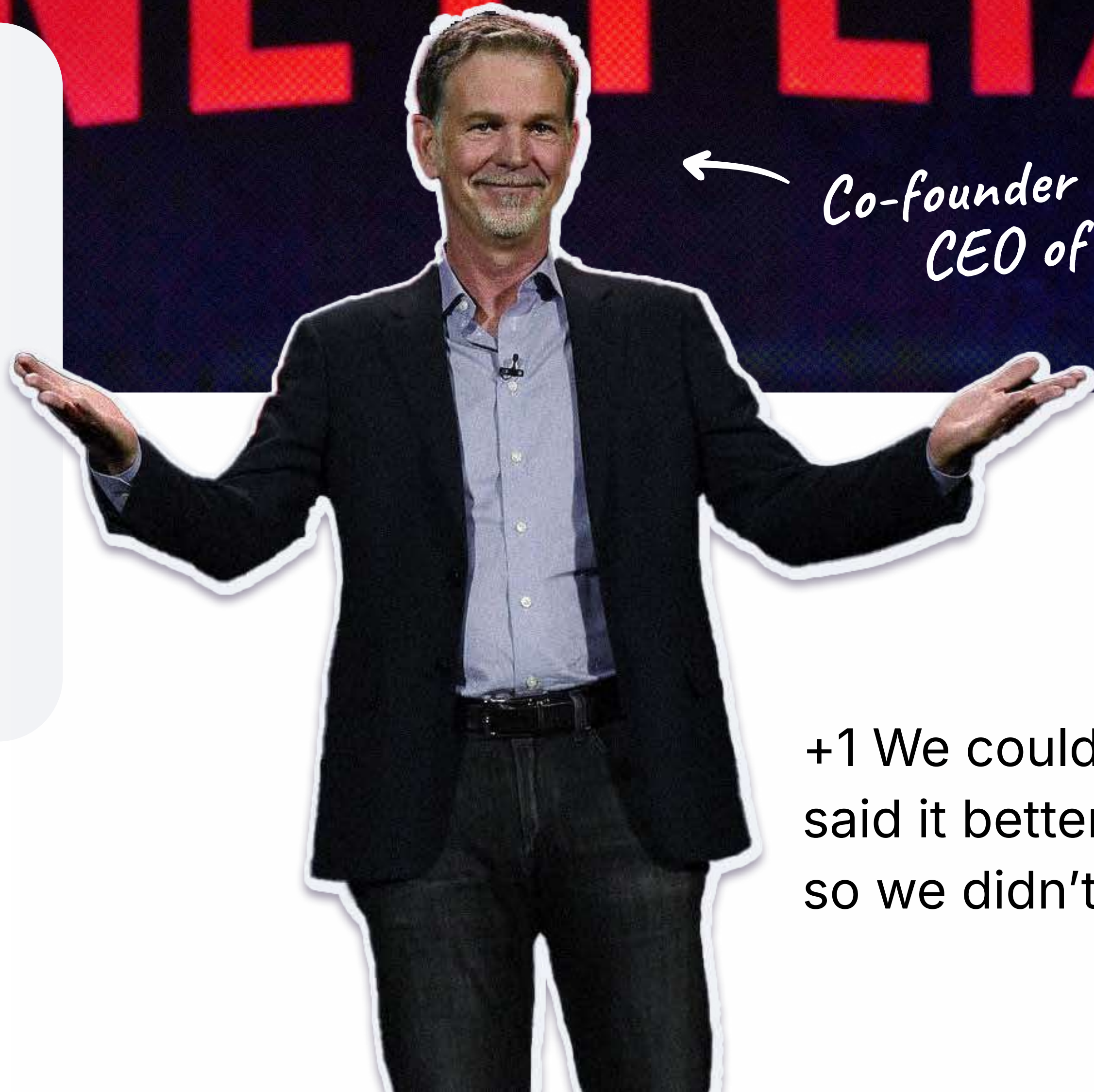




We're a team, not a family.
We hire, develop and cut
smartly so we have stars
in every position.

— REED HASTINGS

NETFLIX



← Co-founder and former
CEO of Netflix



+1 We couldn't have
said it better ourselves,
so we didn't.



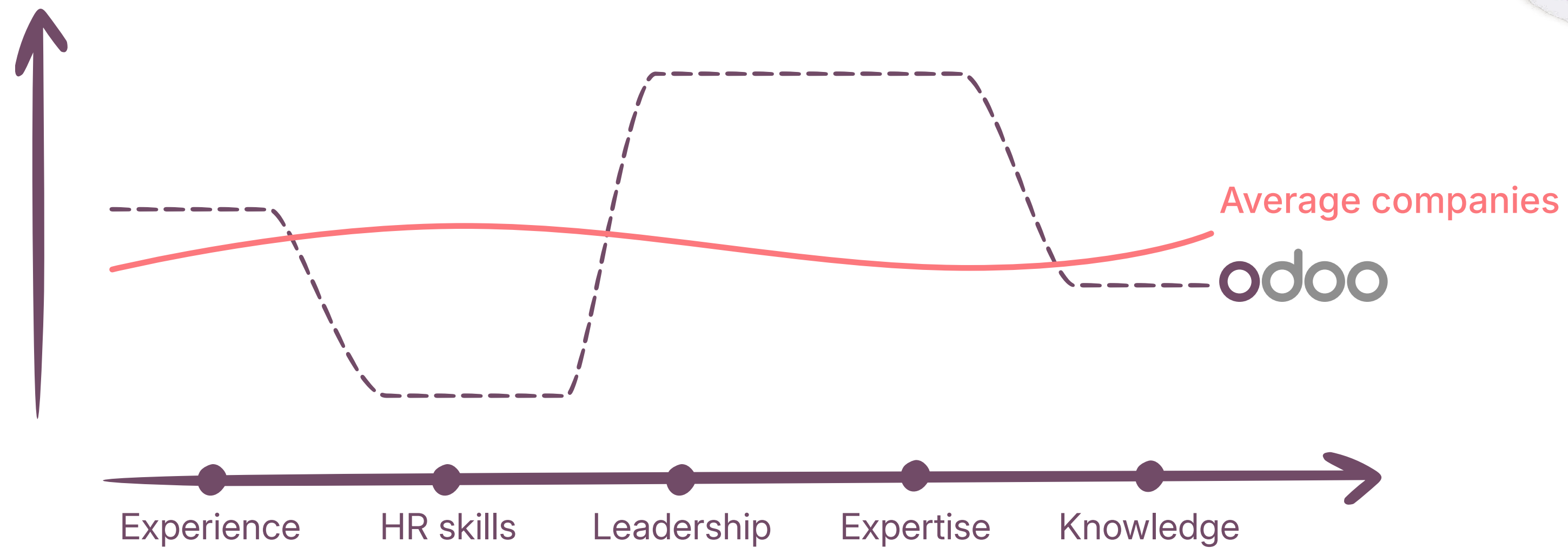
Great people does not mean perfect.

We recruit people for what they can bring to the team, not because they are perfect.



It usually means that they are exceptional in some skills, but bad in others.

If you recruit with no faults, you get average people.





Work **hard.**
Play hard.



Working at Odoo is hard.

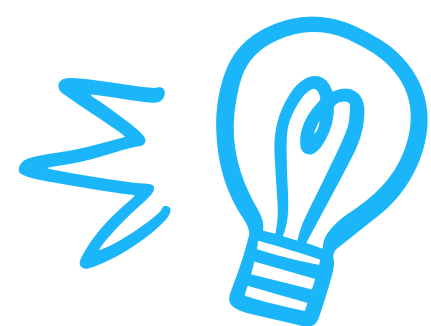
Expectations are high; you get huge responsibilities, you have a lot to learn, etc.

But it is fun too...



05

Innovate,
be disruptive



???

*It's easier to be different
than to be better.*

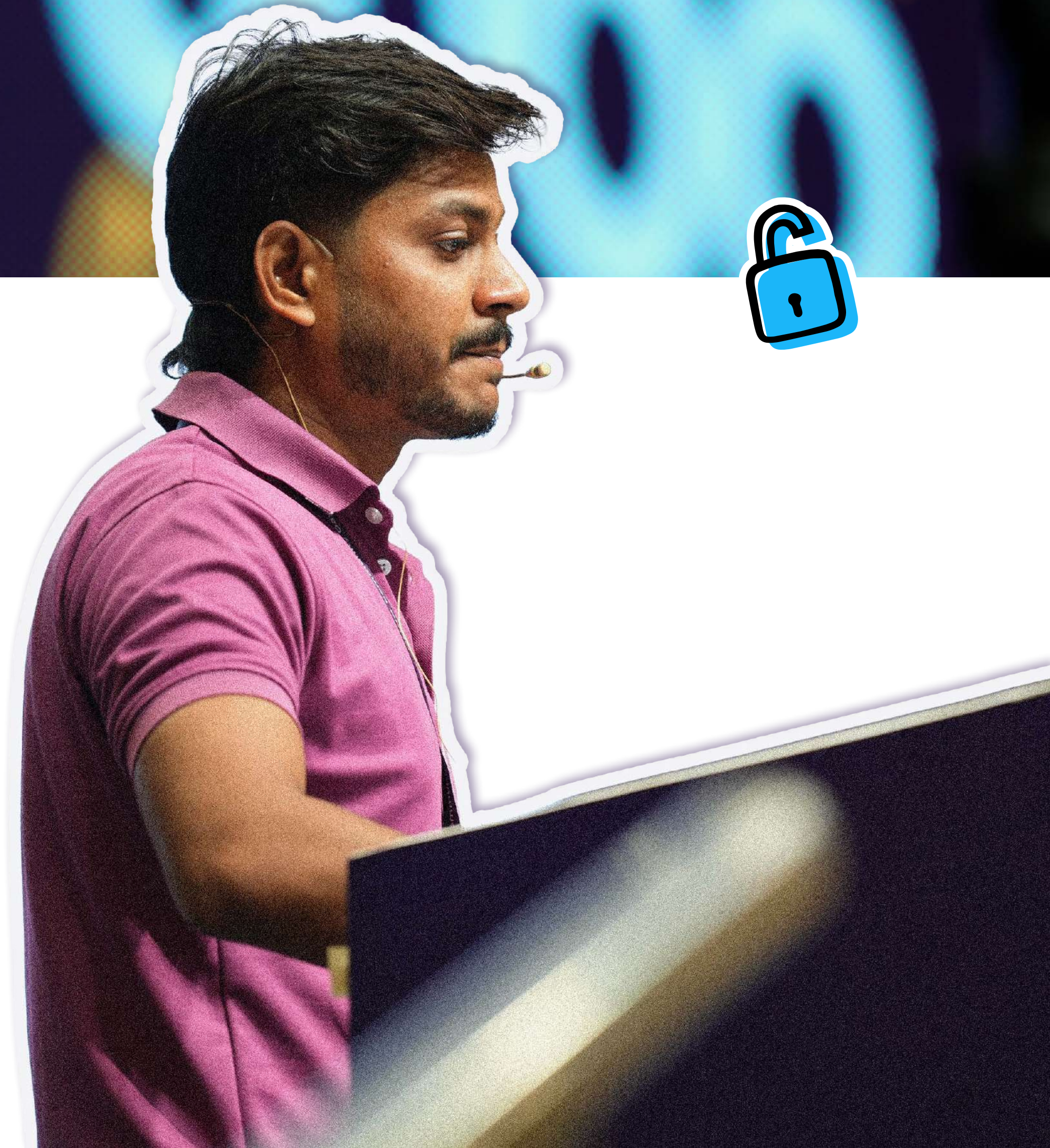


*It's ok to fail.
It's not ok to not evolve.*

We will never fire someone that does a mistake. But we can fire someone who does not evolve.

Or, who doesn't help the company evolve.

Don't be afraid of doing a mistake, feel free to take responsibilities, try, move forward and learn.





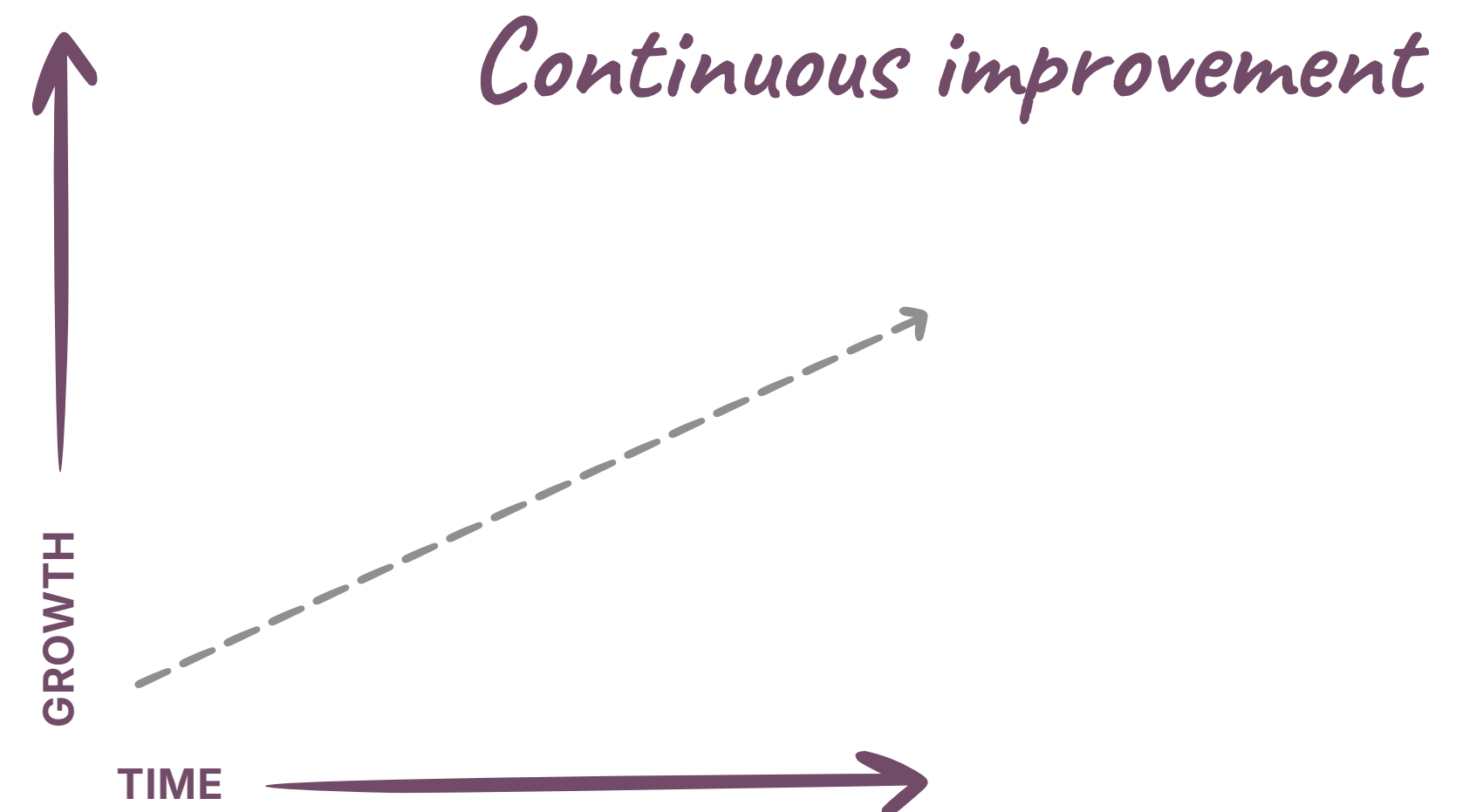
*We'd rather be **failing**
frequently than never
trying new things.*



We grow by successive revolutions



-  Changing & evolving
-  Target: big step forward
-  Revolution then stabilization
-  **Everyone contribute**



-  Mature & stable
-  Target: perfection
-  Continuous improvement
-  **Managers define, employees do**

06

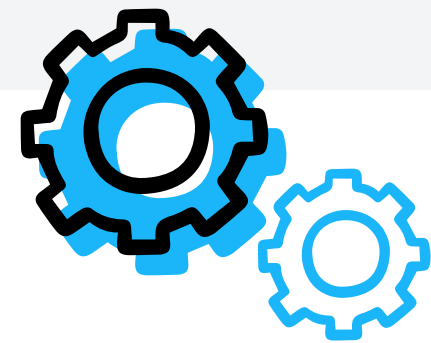
Keep things
simple, fight
complexity



“

If we simplify everything,
we can do anything.

— SAP'S, "RUN SIMPLE" CAMPAIGN



SAP Run



Bill McDermott
CEO of SAP





As we grow, **there is a dark, powerful force** that pulls us towards more complexity, more process, less autonomy...

Why does complexity creep in?

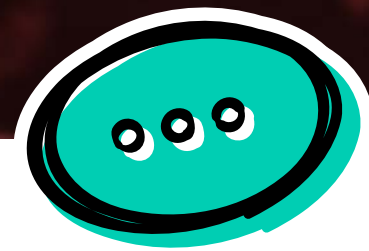


It is often the easy, seductive answer to short-term issues.

Fighting for simplicity takes courage and commitment to the long game.



Why does complexity always increase?

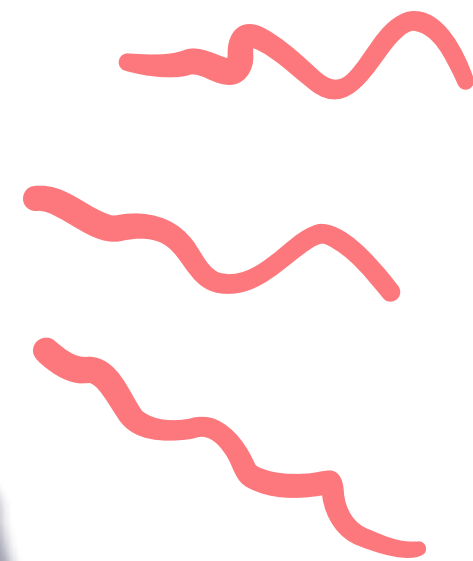


Because everyone **adds** complexity and nobody takes it away.

Ironically, adding complexity is easy and maintaining simplicity is hard.



Complexity and the tragedy of the commons.



Example: "I need to hit my goals this month, so I'm going to push for this exception to our standard contract."

Result: you may make your goal **now**, but we all pay the price of the complexity **forever**.





Like software, Organisations should be **frequently refactored**.



Refactoring means to improve internal structure without changing external behaviour.



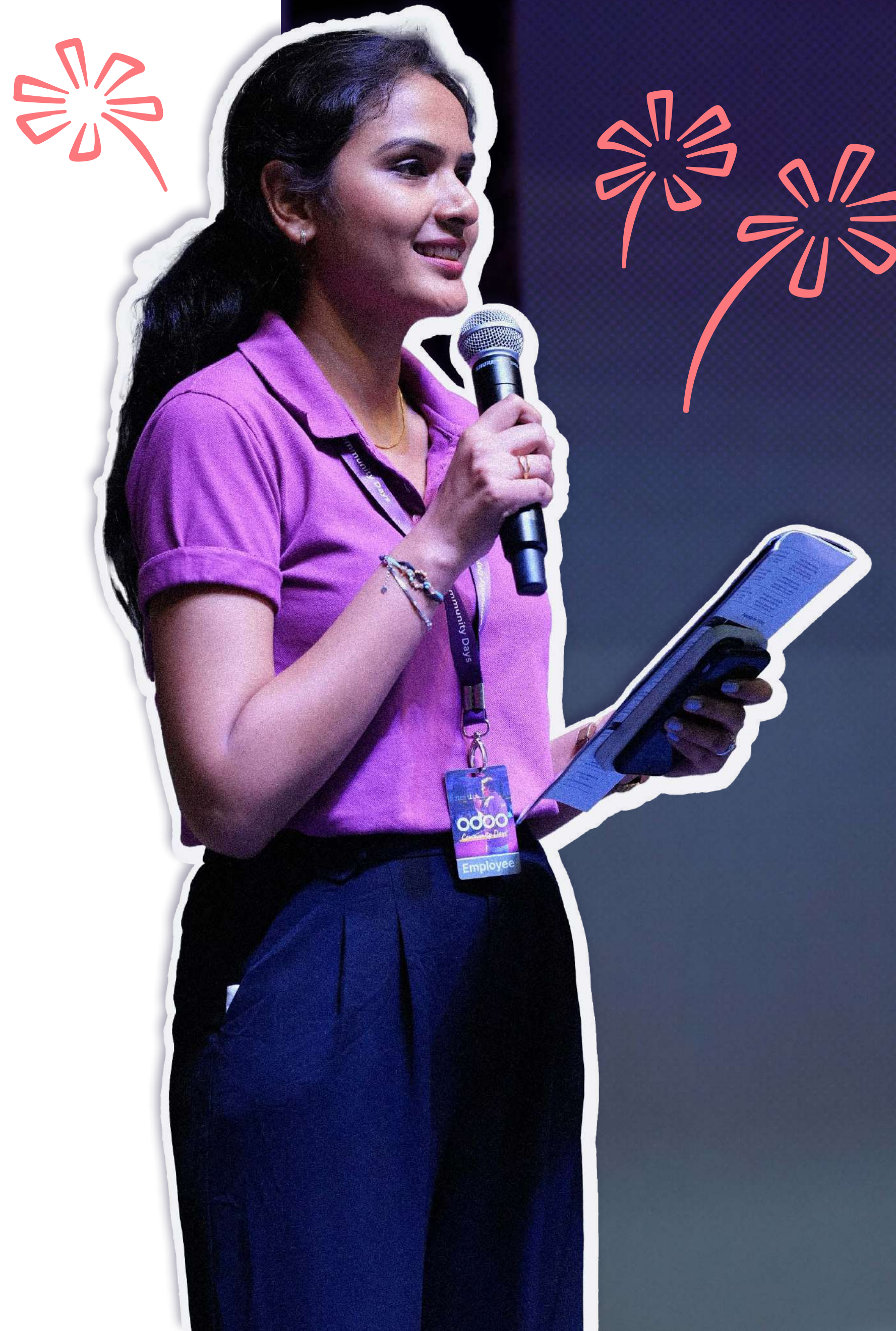
Refactor.



- ✓ Remove un-necessary rules
- ✓ Stop useless reports
- ✓ Cancel unproductive meetings
- ✓ Stop complex process
- ✓ Pull out unused features

07

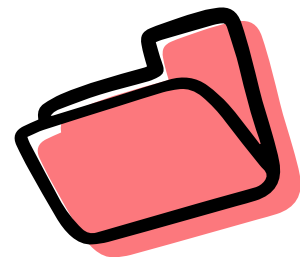
Value **Autonomy**
and freedom
of action



Usually.



Organisations try to prevent mistakes with policies and procedure.



At Odoo...





Buying policy



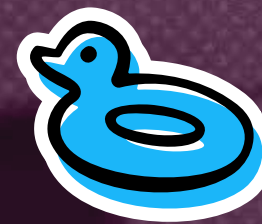
Travel & expenses policy



Company events policy



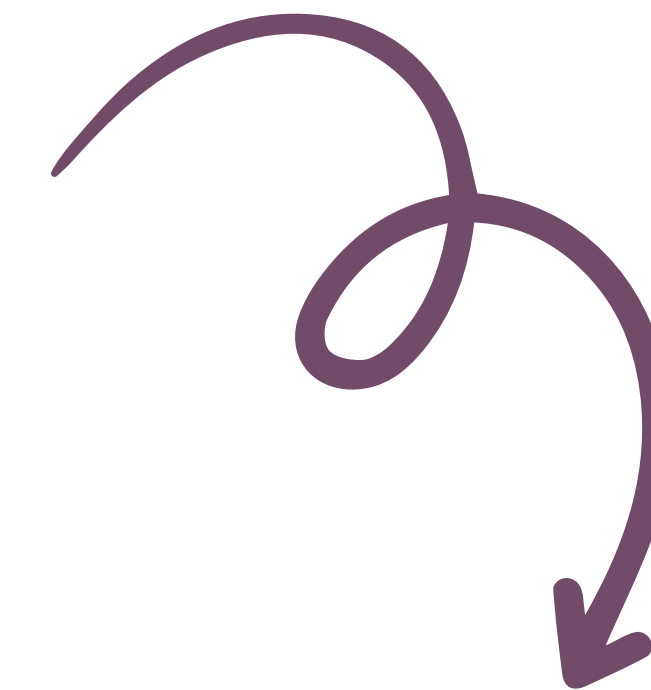
Working hours



Holidays policy



Branding policy

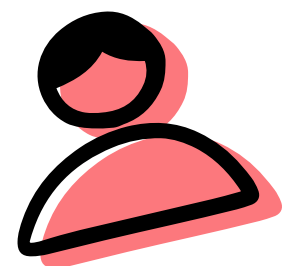
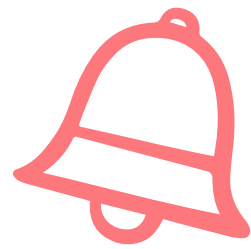
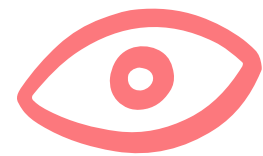


Our policy on all of these:
Use good judgment.

Usually.



Influence is based on hierarchy.
Command and control.



At Odoo...

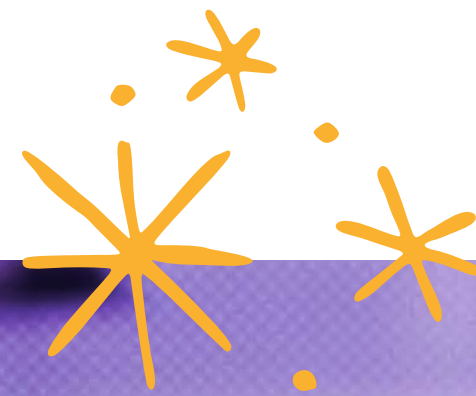


**We give people the autonomy,
and freedom to be awesome.**

We give real responsibilities and
we trust ourselves.

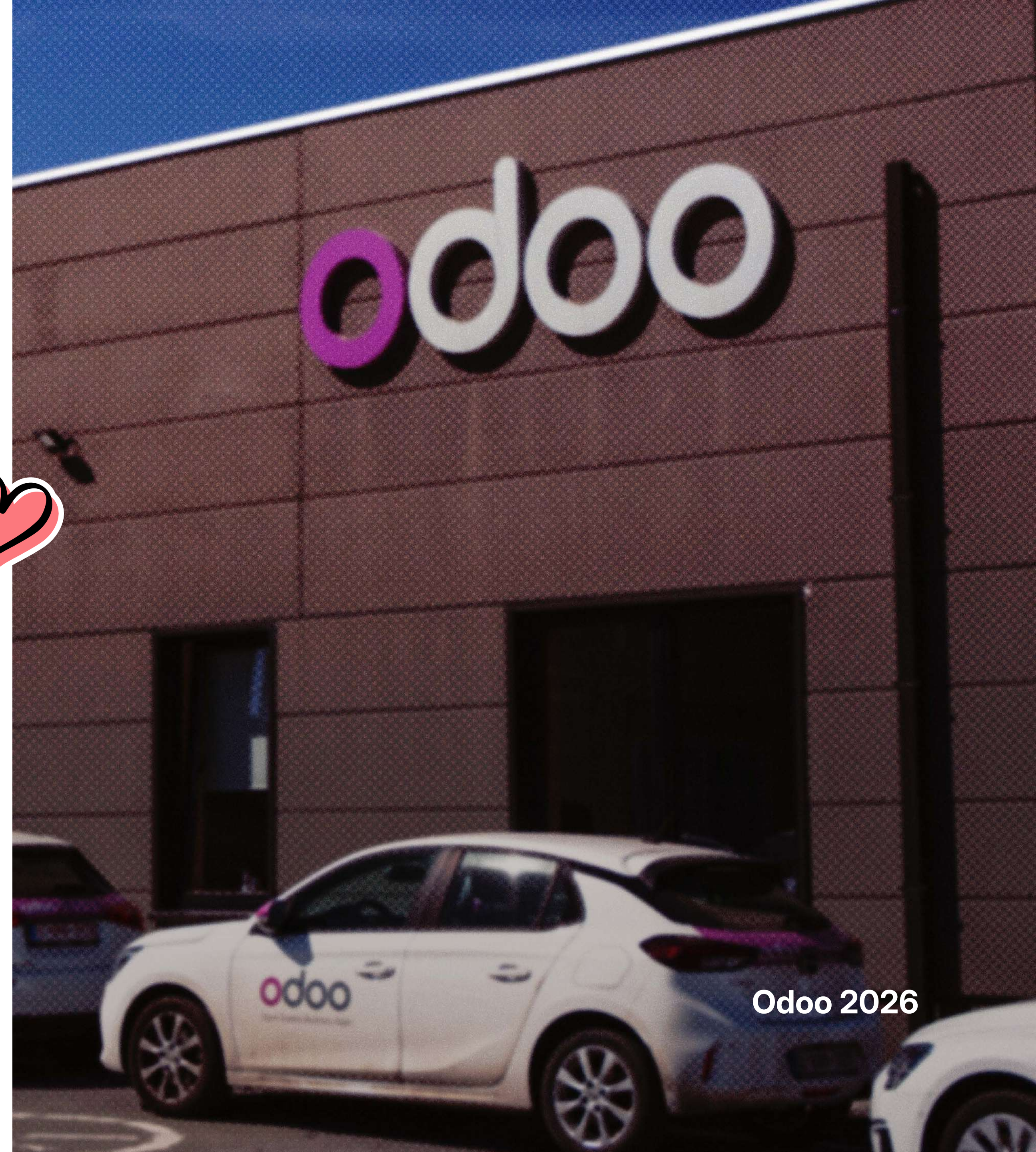
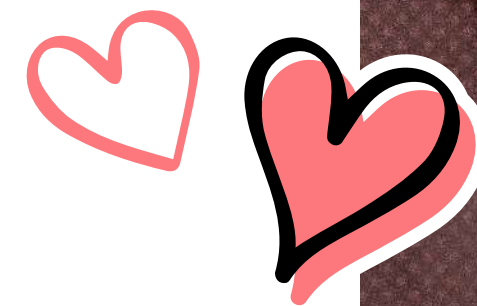


*And if you fail,
we don't blame you, we help you.*



Inspired by:

- Hubspot (Culture Code)
- Netflix (Reed Hastings)
- 37Signals (Rework, Getting Real)
- Richard Branson



Odoo 2026