

**Video Transcript****Nicholas Ho video**

I think being an entrepreneur, the most important thing is resilience. You have to be prepared to fail and do it all over again on a daily basis.

Second of all, I do believe, especially when you're starting out, you have to be resourceful. You have to know how to leverage on existing community or social resources or resources online and offline, you friends or your network or your past experience.

How can you do more with less? And I think, you know, lastly is probably underrated is you have to work really hard.

For us, our values is about sustaining the company with the right sort of mission and vision.

We understand that we have to attract talent and we have to give talent the right opportunity and the right incentive.

And to do that, the family colour and the family sort of involvement we have to step back – does not mean that we're no longer in charge.

But sometimes it's not about ownership, sometimes the goal is about sustaining the firm or about succession.

Then when we look at that as the priority number one, it changes how we do things.

The world is changing so fast. What we're doing today might not be what we'll be doing tomorrow.

Don't be afraid to change and start all over again.