

WORKPLACE 4.0

VIRTUAL TOUR



Our Ideology

Vision: To become the most transformative technology services company in the world.

Welcome to DPL, where we are fueled by a powerful ideology that stands against the tide of traditional corporate norms. Inspired by the revolutionary spirits of Iqbal and Che, our counterculture embodies a spirit of innovation and self-realization that drives our every endeavour!

Allama Iqbal

Iqbal's vision, characterized by his belief in the potential of youth—symbolized as the 'Shaheen' or eagle—reminds us to soar above mediocrity. His poetry encourages us to embrace our dreams, strive for greatness, and create a culture where creativity and ambition can flourish.



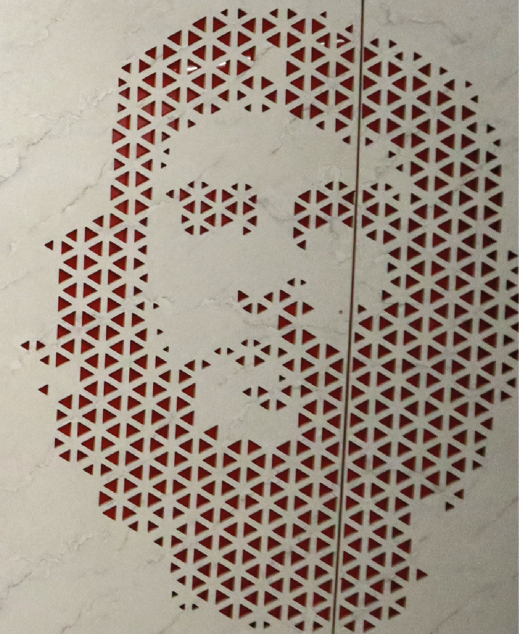
Che Guevara

Che's revolutionary zeal compels us to question the status quo and push boundaries. Just as the hippie movement in the 1960s influenced Silicon Valley's culture of innovation, Che's legacy inspires us to break away from rigid norms and foster a spirit of bold, revolutionary thinking.

Rizq e Hilal

Our commitment to ethical business practices is exemplified through our Rizq e Hilal practices, steering clear of interest-based financing. Our approach is rooted in transparency, trust and integrity in every interaction.

By aligning our business operations with Islamic principles, we create a thriving environment that not only supports our employees but also upholds the values we cherish as an organization.



Sir Carr



Meet Sir Carr, our trademarked character and a symbol of the outdated hierarchies we've left behind. He represents the traditional "Sir" figure, embodying the colonizer mentality that fostered rigid structures of authority. At DPL, where hierarchies don't exist, Sir Carr is the only designated "Sir."



In South Asia, particularly in Pakistan and India, employees - especially in middle management - felt uneasy without a hierarchical title. This discomfort often stemmed from concerns about job designations when applying for new roles, where the absence of a formal title might be seen as a disadvantage.

To challenge this mindset, we created Sir Carr as the anti-character. He serves as a playful yet powerful reminder that honorifics don't define us. No one at DPL addresses each other with titles like "Sir" or "Madam." This is our first step toward decolonizing workplace dynamics and fostering an environment built on respect, equality, and collaboration.

And just to keep things fun, any accidental use of honorifics requires a small fine - a contribution of 50 PKR to Sir Carr's statue - helping us reinforce this commitment in a lighthearted way.



Rebel Ethos

Our Rebel Ethos isn't just a set of values; it's the essence of who we are at DPL. It guides us as we navigate challenges, innovate solutions, and empower one another to reach new heights:



Learn more about Rebel Ethos



Workplace 4.0

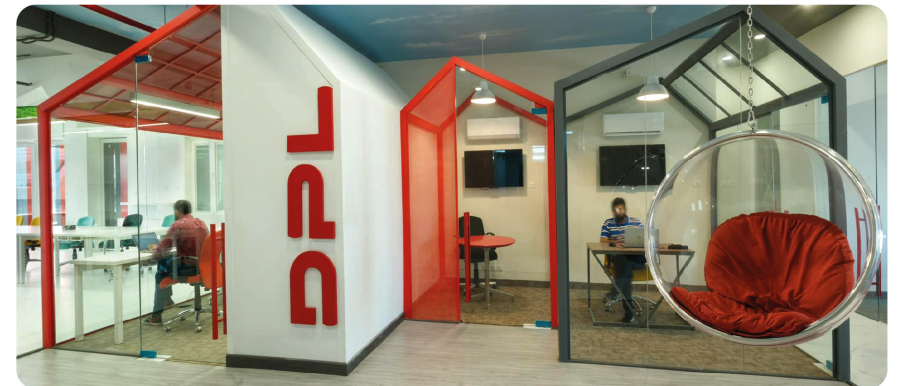
Welcome to Workplace 4.0, a revolutionary space designed to cultivate agility, creativity, and collaboration! Here, we've shattered the traditional office layout, opting for an environment that embodies our core values and the spirit of the Rebel Ethos.



Forget about cubicles and rigid office spaces! Instead, picture a vibrant multipurpose hall filled with cozy sofas and beanbags, allowing for relaxed brainstorming sessions and informal meetings. Our open layout encourages spontaneous interactions and teamwork, empowering every team member to contribute their unique ideas without the constraints of hierarchical structures.



Open communication is at the heart of our design. Our see-through meeting rooms are a testament to our commitment to transparency—no smoke and mirrors here! Confidentiality is maintained to protect our customer data. We are ISO 27001 certified which is a testament to our information and security management framework.



This is more than just an office; it's a manifestation of our values in action, a space where we challenge the norm and inspire each other to think outside the box.



People-Centric Culture

Our culture is rooted in the belief that our employees are our greatest asset. Every individual brings unique perspectives, experiences, and talents, making our workplace rich in diversity.



We believe in a people-centric culture that empowers everyone to share their voice and contribute to our collective success. Here, every idea matters, and collaboration is the name of the game.



Rebel Values

ONE

Deliver value that blows away customer expectations

TWO

Take ownership, and commit your work to completion

THREE

Self-organize to solve problems

FOUR

Be courageous enough to always speak the truth, be transparent and embrace vulnerability

FIVE

Create a flat and fun culture

SIX

Spread positivity in the face of challenges

SEVEN

Be an expert in whatever you do

EIGHT

Build genuine connections and bring out the best in each other

NINE

Stand for ethical integrity against all odds

Circles

Circles at DPL are all about empowerment and connection. These self-organized groups allow individuals to start activities that resonate with them, whether it's a fitness group, a book club, or a meditation circle. Each activity qualifies as a Circle if it contributes to the physical or mental well-being of participants, creating a supportive community where everyone can thrive.



Rebel Speakers is a Toastmasters International-accredited club, where we hone our communication skills and confidence every Wednesday! Through engaging role-playing and impromptu speaking exercises, members sharpen their abilities to articulate thoughts and ideas effectively.



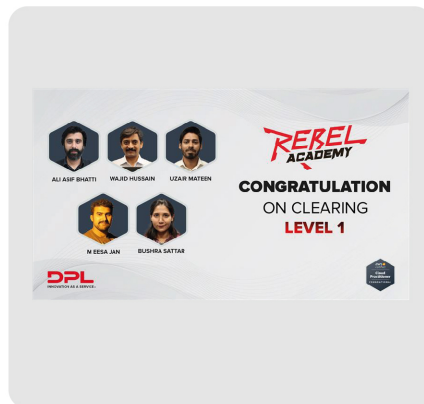
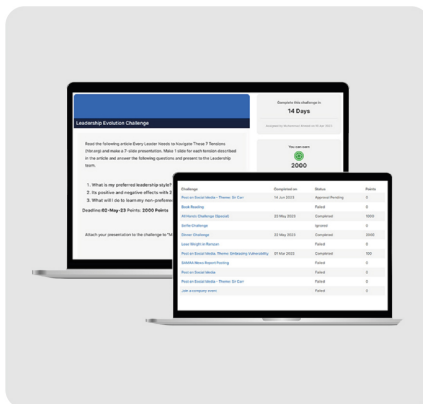
This dynamic environment fosters personal growth and enhances our collaborative spirit, ensuring that every voice at DPL is heard and valued.



Growth Plans

At DPL, we believe that growth isn't just a destination—it's a thrilling journey! Our growth plans are uniquely tailored for each individual, taking into account their career aspirations, strengths, and areas for improvement. This initiative, powered by our Organizational Development (OD) department, is all about unlocking potential through regular training and dynamic mentorship opportunities.

Mentorship is essential in guiding our employees through their professional journeys. By pairing individuals with experienced leaders, we ensure that they receive the support and insights needed to navigate challenges and seize opportunities effectively.



School of Thought (Panel Talks)

Rebels engage in thought-provoking discussions with industry experts during our School of Thought sessions. These panel talks are designed to cultivate innovation and encourage critical thinking.



REBEL
SCHOOL OF
THOUGHT

Baithak (Open Debates)

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Clubs

Our self-organized clubs are a testament to the diverse interests and talents within our team. These clubs promote collaboration and engagement, ensuring a mix of MBTI types, age groups, gender, and job functions, creating a truly inclusive atmosphere.



nGage

At the core of our solutions is a commitment to people. Our product, nGage, is more than a tool—it's a catalyst for employee growth and organizational development. As workplaces evolve rapidly, many companies struggle to keep employees engaged, motivated, and aligned. nGage addresses this with five interlinked modules:

Growth Challenges:

This module turns employee disengagement into personalized growth plans, aligning individual strengths and challenges with company goals.

Learning and Development:

Offering curated learning pathways, this module integrates continuous upskilling and development into the company's DNA, ensuring both individuals and the organization evolve together.

Gamification and Rewards:

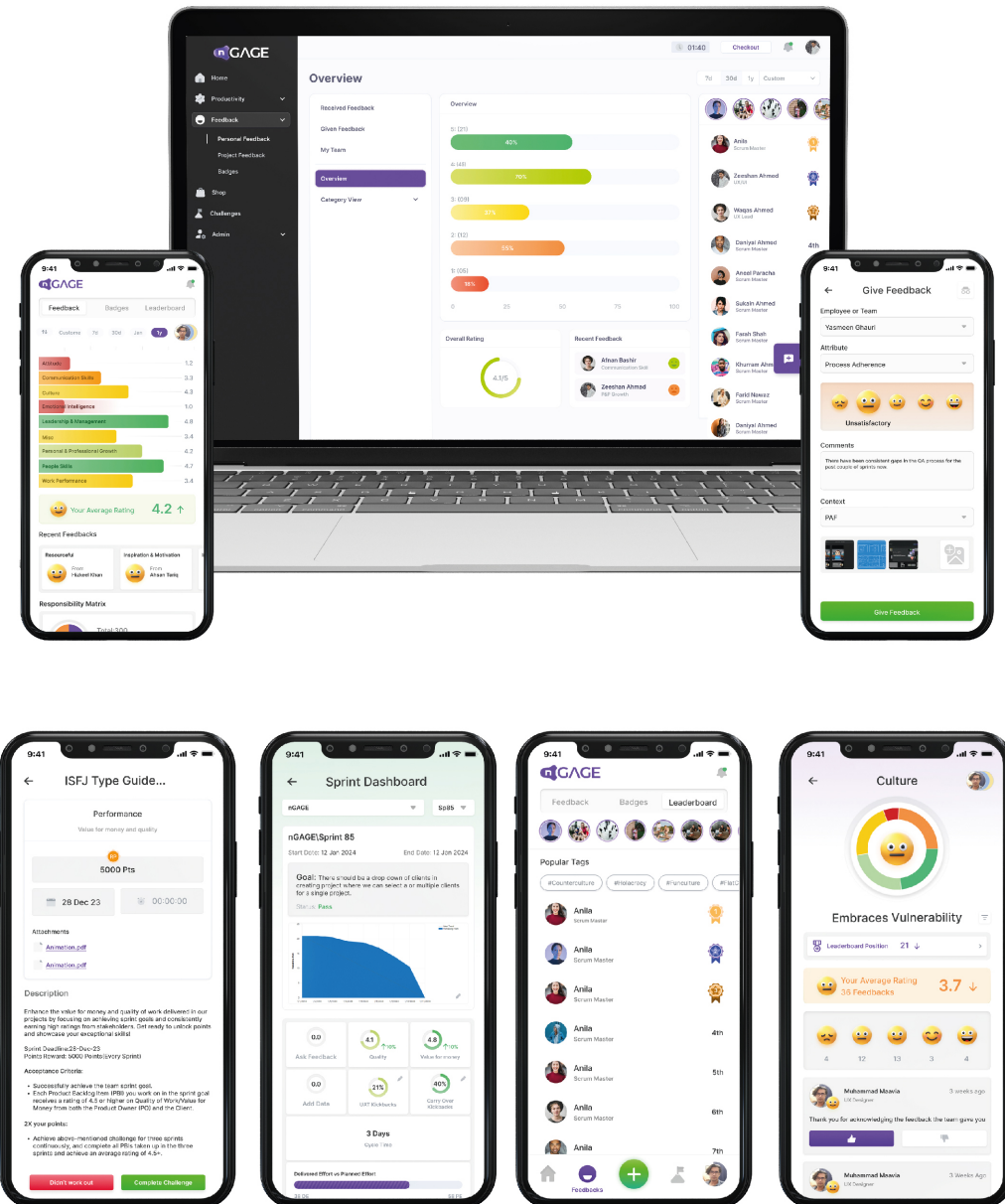
By rewarding milestones and achievements, this module adds fun to daily tasks, transforming work into a motivating game that drives higher performance.

Continuous Feedback:

No more sweating over annual reviews. This module keeps the feedback flowing in real time, establishing a culture of openness and helping employees adjust on the go. Growth without the guesswork!

Performance Management:

Wrapping it all up, this module aligns personal and company goals in real time. Employees can see how their efforts impact the big picture and continuously push toward growth and success, minus the boring paperwork.





DPL
INNOVATION AS A SERVICE®



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