Building a start-up culture

To reimagine banking, we are re-wiring the organisation to have a start-up culture and mindset. We have established experiential learning platforms, introduced new ways of working, re-designed office spaces and fostered ecosystem partnerships to encourage our people to embrace a spirit of experimentation and innovation. This is part of our larger vision of creating a 22,000-person start-up.

ECOSYSTEMS AND SPACES

Industry partnerships

We have over 50 industry partnerships, including with universities, government agencies and knowledge partners, to leverage best-in-class research and thinking.

DBS HotSpot

We are actively engaging the start-up community with initiatives such as DBS HotSpot, a pre-accelerator programme created and wholly run by an Asian bank.

Dedicated spaces

An open office concept, social hubs for networking and dedicated spaces for immersive learning encourage collaboration and ideation. DBS Asia X is our newest space where employees create iconic customer experiences and foster partnerships with the fintech ecosystem.

PLATFORMS AND TOOLS

1,000 experiments

Since 2015, we have run over 1,000 experiments, signifying a culture of innovation that goes broader and runs deeper than at many organisations. Employees are encouraged to be intrapreneurs, and with mentorship and funding from the bank, a number have established start-ups while pursuing their day jobs.

Using cloud in a major way

DBS was the first Singapore bank to adopt Office 365, a cloud-based productivity technology, in the workplace. This is part of our efforts to build a fintech-like workforce, enabling employees to work collaboratively from anywhere, conduct meetings remotely, and form closer communities online.

FUTURE-READY WORKFORCE

Immersion through experiential learning

Our people, through a broad-based digital curriculum, hackathons, incubators/accelerators and fintech partnerships, have embraced experimentation and innovation. We also deploy digital champions to build digital quotient among our staff.

Adding digital skillsets

We augmented our digital capabilities by hiring user experience designers, coders, software engineers and data analysts.