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DPR's unique culture grows profits -- 'If you have happy employees, you have very happy clients'

DPR Construction started its Washington office about three years ago with just two employees. It now has 43 full-time employees plus a contingent of 65 field staff. It also has watched revenues go from \$6 million in 1995 to \$42 million last year. How does this newcomer do it? Arne Hall, who started the Washington office, credits the company's employees. "We're quite different," Hall said. "The culture at DPR centers around shared leadership and empowerment. There are no titles on business cards, and promotions are based on competence instead of tenure."