



 leapfrog

# The Culture Book

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# What's in this Culture Book?



## Who we are

We're on a mission to build products people love to use



## Engineering Culture

How we collaborate, code, and stay ahead of the game



## Life at Leapfrog

How we uphold our core values and continue to grow



**Who we are**

# A dedicated workforce

Formed by a team of seasoned founders, CTOs, product designers, and engineers, Leapfrog is an engineering powerhouse.

Over the past decade, we have delivered over a hundred new products. We have forged relations with a wide variety of startups and enterprises, building solutions that incorporate the intricacies of data, cloud, and security with intuitive, user-friendly interfaces.



# Driven by the vision

**We are driven by the vision to be an innovation engine for global impact.**

We strive to improve lives across the world, we build digital experiences for global leaders with our cutting-edge talent, industry expertise, and about four cups of coffee per day.

We're bold enough to think we can change the world— and we will.



## **Innovation**

Ability to create new ways of doing things



## **Engine**

A set of people and practices to do that repeatedly



## **Impact**

Improve people's lives

# Your success is our mission

**At Leapfrog, we combine talented people with an unwavering commitment to the success of our customers.**

We are fanatics of how to design, build, and validate new ideas in better ways.

More than 90% of our business comes through referrals— a testament to our consistent ability to meet expectations and provide support without falter.



**Kailash Bijayananda**  
Senior Vice President,  
Engineering & Operations

# We are trusted by 150+ enterprises, scale-ups and startups.

At Leapfrog, we have had the privilege of partnering with some of the most innovative and forward-thinking companies in the tech industry. From big companies to startups that hope to be big one day, they trust us with the expertise and support they need to bring their ideas to life.







# People and Teamwork



Our mission to be  
a role model  
company in Nepal  
has not changed  
and never will.

**Our vision to make meaningful ideas come to life will also never change. We are now solving deeper challenges that will help shape Leapfrog for years, locally and globally.**

Locally, we need to raise the bar to become the best versions of ourselves and educate ourselves on how technology is used to solve world-scale problems beyond bits and bytes.

Globally, we need to establish Leapfrog and Nepal as home to trusted world-class innovators.

We love that Leapfrog culture embodies inclusiveness, respect, learning and willingness to adapt. We've had our ebbs and flows and will continue to have them in the future. Our people, values, culture, and vision will help us weather any storm.



**Chris Sprague**  
Chief Executive Officer



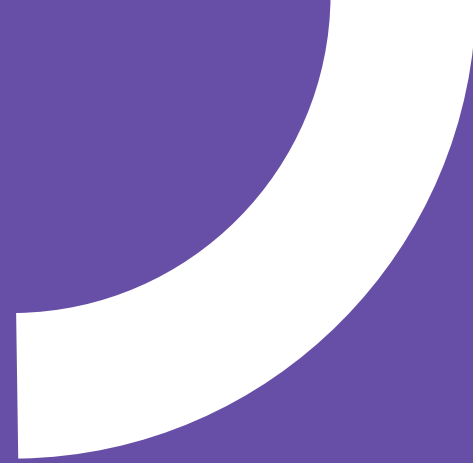
**Himal Karmacharya**  
President



**Chandika Bhandari**  
President



# Our Core Values

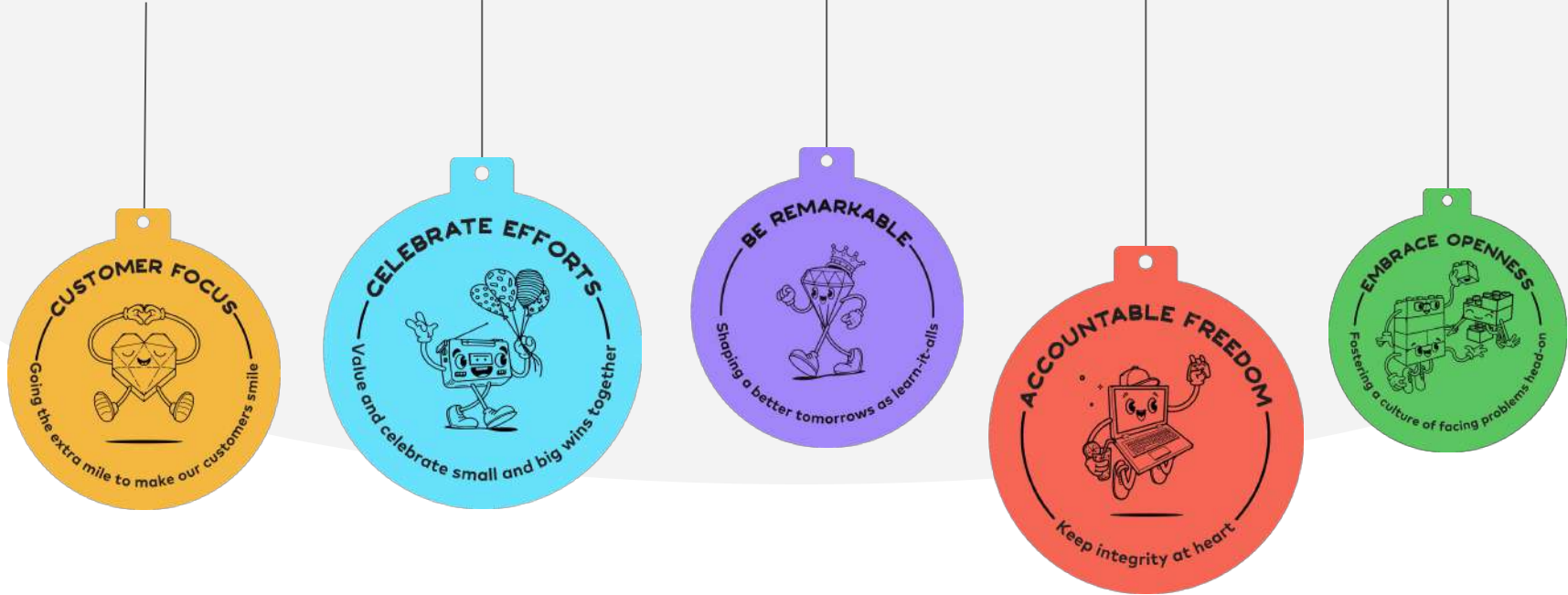


**Leapfroggers don't just fit in our culture. They strengthen it and carry it forward.**

Great workplace culture doesn't only mean lush benefits, breezy brunches, grand parties, and exuberant dinners.

Great workplace culture means having **amazing colleagues**. And, we help each other be the rockstars that we are!





# What drives the dream team?

At Leapfrog, we particularly love our **five core values**... which also means that we look for and encourage people who demonstrate these values.



Customers are at the heart of everything we do. Nothing is more fulfilling than seeing the joy when products that we are co-designing and co-creating with our customers create an impact.



**Yaju Pradhan**  
Director,  
Business Development

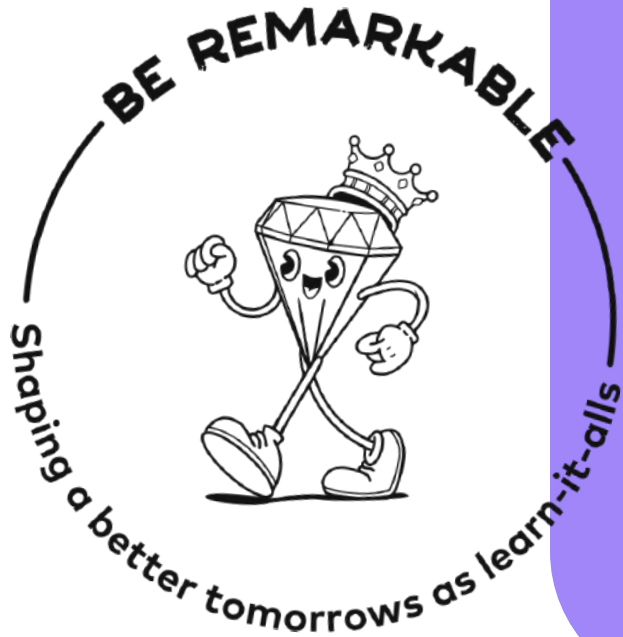
The best part of being a Leapfrogger is our culture of celebrating efforts. Leapfrog makes sure to appreciate, recognize and celebrate our efforts, and we make sure that we work hard and party even harder. Being a Liverpool fan, here goes a quote from our boss— “Life is too short not to celebrate nice moments!”



**Bipen Chhetri**  
Solution Architect







Being remarkable is fulfilling your purpose. Being there for the team and giving them what they need to succeed. Applauding your team when they do well and showing them the direction when they fail. It's a give-and-take thing where you do something remarkable to make the other person remarkable.



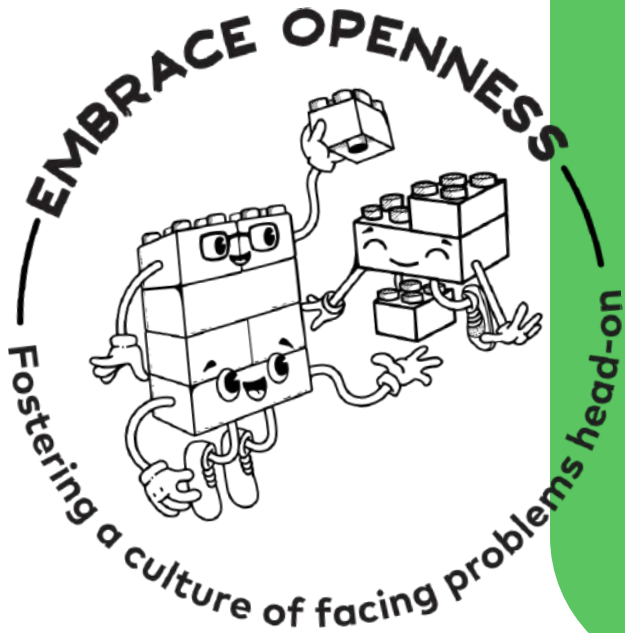
**Swapnil Acharya**  
Creative Director

Over the decade I've spent at Leapfrog, I have always felt free to exercise my personal choice and judgment while also caring about the people and the company. You are trusted with your decisions, and it's okay if you make mistakes— as long as you learn from them.



**Pratik Shrestha**  
Vice President,  
Operations





We've built this space for Leapfroggers where anyone can bring their whole selves, unique personalities, and working styles without the fear of judgement. Leapfroggers know that any form of self-expression will not jeopardize their respect or worth at Leapfrog.



**Dixia Shrestha**  
Senior Manager,  
People Management



**Chris Sprague**  
Chief Executive Officer

## Our values guide us, our culture defines us

I want Leapfrog to be known for its world-class engineering and product innovation— renowned globally and a role model locally in Nepal. Those ambitions will be the by-product of our culture.

‘Culture’ is the principles that motivate us as individuals and that we respect and expect in one another. Leapfroggers - whether their thing is programming, pixels, projects, or people - are motivated to be remarkable on a global scale.

They respect their teammates’ curiosity, accountability, hard work, and continuous improvement. And they expect to work side-by-side with other talented, like-minded peers who help each other improve daily. Together, they accomplish things far greater than they could alone.



# The Art of Engineering

# Guiding tenets at the heart of engineering

**Born from Leapfrog's core values, our engineering culture thrives on these principles that guide our day-to-day activities.**



## **Competency**

We wield coding skills sharper than a ninja's sword—delivering high-quality products that customers love. We always encourage our engineers to enhance their skills and strive for excellence.



## **Integrity**

Committed to quality, we deliver software solutions that meet rigorous high standards. We ensure data protection and user trust through robust security measures and strong privacy protocols.



## **Empowerment**

No challenge is too big, no problem too complex. We foster a culture of mentorship, autonomy, and collaboration, where individuals are encouraged to innovate and take calculated risks.

# Modus operandi

**We have been consistently delivering quality software and exceeding customers' expectations— not by accident but by deliberation.**

**1**

## **Deliver solutions, not assumptions**

Standard practices that minimize the risk of misunderstandings, wasted efforts, and unsatisfactory outcomes.

**2**

## **Scalability, maintainability, and dependability**

We deliver software solutions that uphold the utmost standards of quality and provide value to end-users.

**3**

## **Building a pathway primed for triumph**

With this mindset of going the extra mile, we ensure meeting the needs of users and surpassing their expectations.

**4**

## **An unwavering commitment to excellence**

By continuously improving ourselves on all fronts, it enables us to stay ahead in this competitive industry.

# Our technologies at a glance

## Analytics & Visualization



## Frontend/ Mobile



## Backend



## Database



## DevOps



## Data and AI







**We take pride in delivering robust solutions that go beyond personal opinions or assumptions.**

**Anish K Manandhar**  
Principal Architect

Our approach begins with adopting a mindset that emphasizes accurate information gathering, meticulous requirement analysis, and a deep understanding of stakeholder needs.

The amount of emphasis we place on system designing, architecture at scale, writing clean, modular, and well-documented code extends to all our engineering teams.

# A commitment to our people

## **We want to give back to the very community that we thrive in.**

Organizing events and participating in the community is all about expanding our network, forging epic alliances, and discovering new opportunities.

Additionally, we encourage Leapfroggers to be leaders in the industry, and a part of this extends to mentoring in hackathons, speaking at tech events, and contributing to open-source projects.



### **Collaboration**

We lay a foundation of knowledge sharing to promote team effort.



### **Freedom**

We provide autonomy for individuals to code for their own imaginative endeavors.



### **Problem solving**

Leapfroggers seek solutions to decode problems in the best way possible.

# Open source at Leapfrog

**Tinkering codes and playing with the possibilities of tech.**

Leapfrog continuously fosters a culture of learning by doing, validating, building, and sharing these tools.

By contributing to open-source projects, we're constantly fueling innovation through collective collaboration.



## Bulletin Board

A web app to build an interactive kiosk, powered by Raspberry Pi

[View on GitHub](#)



## LeapIcons

In-house icon pack for web and design projects

[View on GitHub](#)



## Chill

A simple service monitoring tool

[View on GitHub](#)



## Junkiri

A network of NodeMCU to control it through a web app

[View on GitHub](#)



## Harbor CLI

A tool to share Android builds of React Native projects

[View on GitHub](#)



## Boss

A pythonic deployment tool built on top of paramiko and fabric

[View on GitHub](#)

# Community in action

**Our events display the very essence of our culture.**

Events are an extension of who we are—innovative minds, brilliant ideas, diverse perspectives, and a shared passion for progress.

And with each event, our goal remains the same; to create a platform where knowledge is shared, connections are made, and innovation takes center stage.



Engineering Roundtable, 2023





Design Disco Vol 2, 2023



DevOps Downtime, 2023



Nepalese in Tech: Bengaluru, 2022



ThreatCon, 2022



Network's Network, 2021



Women's Day, 2023



# Life at Leapfrog



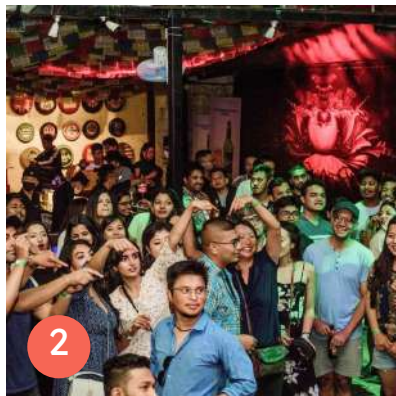
# Breezy brunches and unforgettable night-outs

**Skip that overused idiom playing on your minds and check out what we do for fun at Leapfrog.**

From sharing laughter over delicious meals to staying out dancing late at night, these experiences strengthen our bonds and contribute to a vibrant and fulfilling work culture.

- 
- 1:** Celebrating Halloween in Seattle, 2022.
  - 2:** Spreading the joys of Tihar at Nepal HQ with Rangoli competition, 2023.
  - 3:** A-dough-rable birthday donuts! 2022.





## Musical breaks and funky moves

**If you can belt out notes that'll make Beyoncé proud or play an instrument very well, the Music Guild would be delighted if you joined them.**

Some unforgettable concerts hosted by the guild: the legendary Rock Night, electrifying Electric Night, and soul-stirring Acoustic Night.

- 
- 1: Jamming on the six-string at Rock Night, 2023,
  - 2: An unforgettable affair at annual company outing, Pokhara, 2022.
  - 3: Putting our Principals on the spot, asking tough questions, 2022.



# Gaming frenzy and victory laps

**Dive into PlayStation®'s pixelated wonders and the adrenaline rush of futsal, hiking, and the adventures that await away from work desks!**

Beware, Leapfroggers don't hold back when it comes to showing off their prowess in daring physical adventures and epic virtual battles.

- 
- 1: Playing FIFA at the gaming lounge.
  - 2: Enjoying fresh air and hula-hooping at office garden.
  - 3: Hiking with the team.



# Our people deserve a workplace that loves them back just as much!



Writing words of appreciation.  
Women's Day, 2023



We love Ghibli movies, says Yaju  
(Director, Business Development)



In the spirits of Christmas at Leapfrog Nepal HQ, 2023



Chris (CEO) attending Leapfrogger's wedding, 2023

# Engage with us

**Let's be friends and share the excitement for all things tech.**

We're actively posting about our events, inspiring stories from Leapfroggers, and the engaging #LifeAtLeapfrog on most social media platforms.

Oh, and did we mention we occasionally convince engineers to show off their dance moves with us on Reels? 😊

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