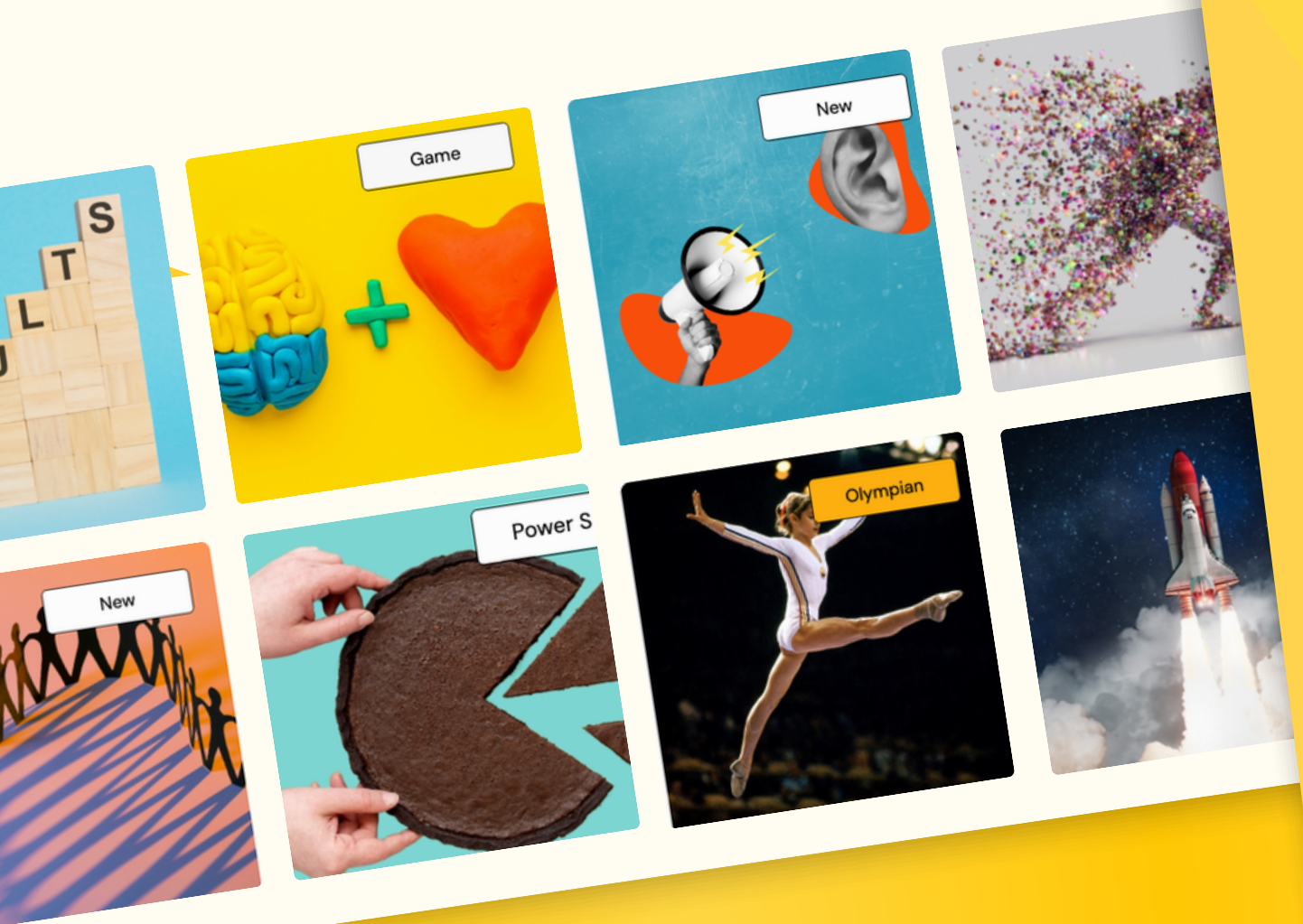
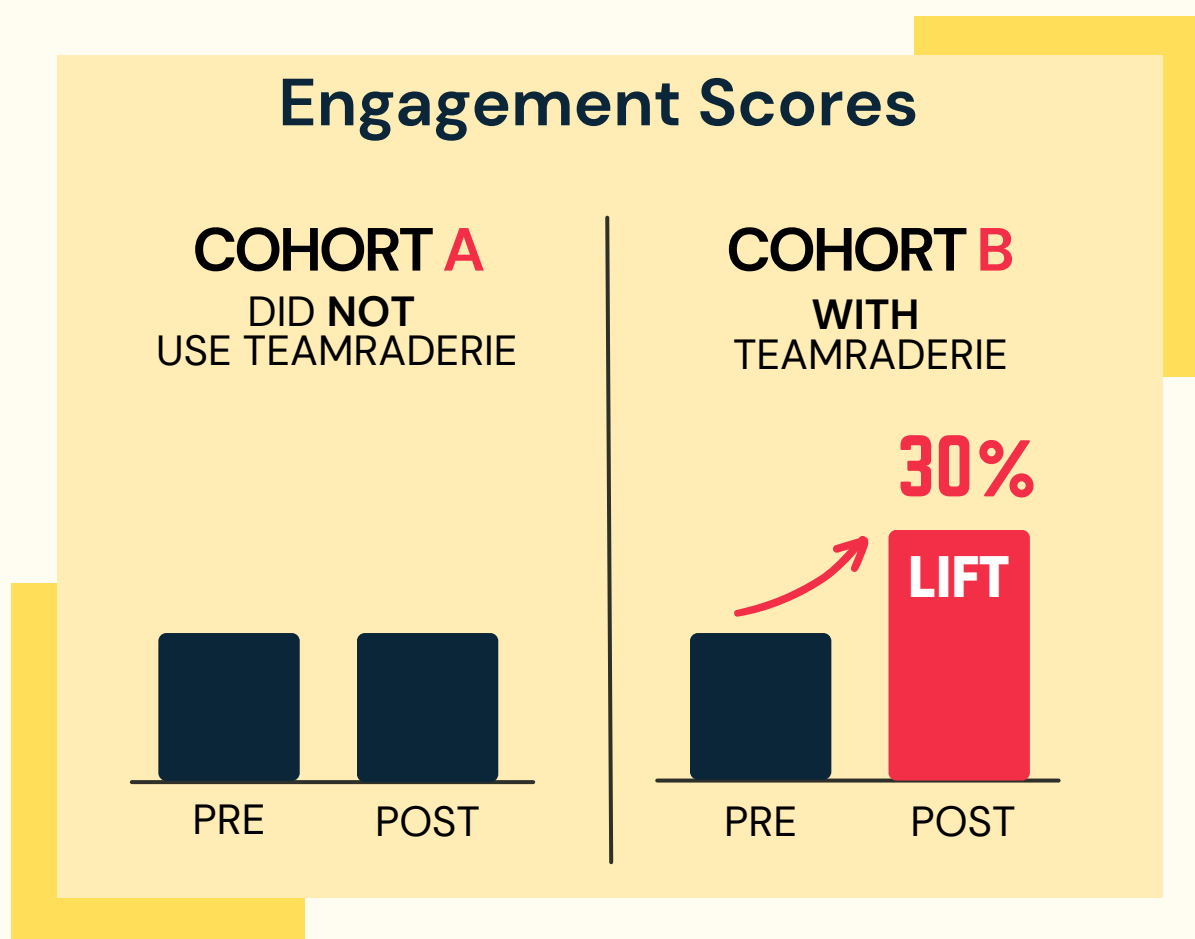


TAKE ACTION

ON **Teaming@Twilio** | Pulse INSIGHTS
Teamraderie for Twilio



When managers act
swiftly and **visibly** on
Teaming@ results, team
engagement can **soar**.



Managers at peer companies using Teamraderie to address their employee survey results **saw scores rise 30% in four (4) months** after sharing two (2) Teamraderie experiences with their team. Manager ratings soared, CEO ratings rose, and **employee attrition (on the teams using Teamraderie) dropped by 15%+.**

TAKE **SWIFT, VISIBLE** & **EFFECTIVE** ACTION.



Twilio's Teamraderie program is designed to make it **easy** and **effective** for managers.

SWIFT

You can schedule experiences for your team with **as little as a few day's notice**.



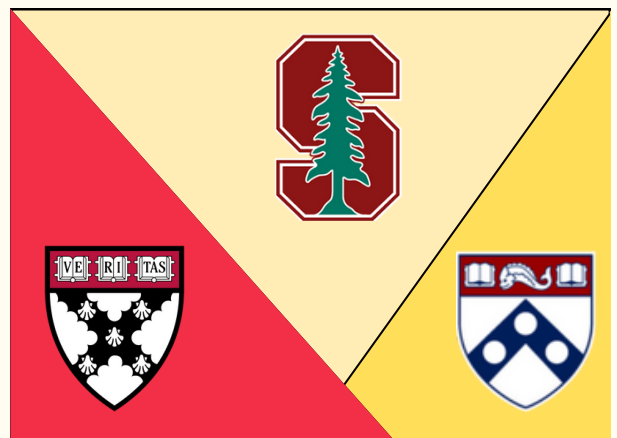
VISIBLE

Experiences are **shared with your team**.

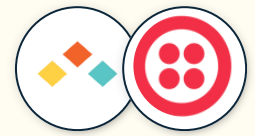


EFFECTIVE

Experiences are **outcome-based and research-backed**.



MANAGERS CAN CHOOSE FROM 60+ OUTCOME BASED EXPERIENCES



Teaming@Twilio experience categories:

Communication Connection Connection & Trust Creativity Just for Fun Olympian Performance & Growth Recognition & Appreciation Strategy & Direction Ways of Working Year-End Celebration Reset



Accountability Matters

4X Olympic medalist Summer Sanders helps you draw lessons, take action

Olympian

45 min

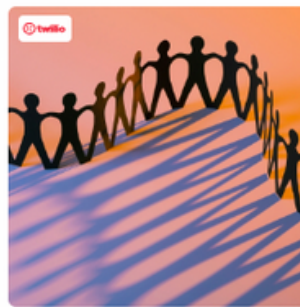


Style Sync

Crafting collaborative chemistry with Harvard Professor

Ways of Working

45 min



Meaningful Connections

Strengthen Bonds Through Team Exploration with Stanford professor

Connection & Trust

45 min



Champion Mindset

Develop champion level resilience with Olympian Lilly King - 2024 Gold Medalist

Performance & Growth Olympian

45 min



Rethinking Perfection

Discover the Olympic mindset with Nadia Comăneci and Bart Conner

Performance & Growth Olympian

45 min



Crush Your Goals

Strategies for goal setting with Paralympian Tatyana McFadden

Performance & Growth Olympian

45 min



NASCAR Pit Stop

Collaborate in a timed pit stop with a legendary NASCAR coach

Ways of Working

55 min

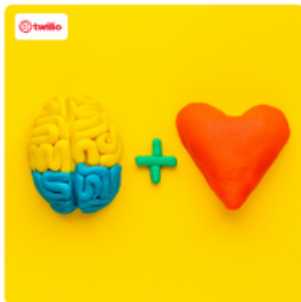


Ice Cream Social

A joyful hands-on ice cream making experience

Connection & Trust Just for Fun

30 min



Recognizing Strengths

A digital game that builds belonging and connection

Recognition & Appreciation

75 min



Mastering Negotiation

Learn to use negotiation as a tool for better collaboration

Ways of Working

45 min



Curiosity Catalysts

Harness curiosity for creative problem solving and innovation

Performance & Growth

45 min



Painting With Purpose

Select a collective intention and paint meaningful artwork

Connection & Trust

75 min

EXPERIENCES ALIGNED WITH THE TEAMING@TWILIO PHASES



CONNECTION & TRUST



We are Positrons: Tartine

Strengthen your team's **connection** with baked goods from Tartine Bakery – America's Most Innovative Bakery (Bon Appetit) – as you learn the values behind Tartine's success.



WAYS OF WORKING

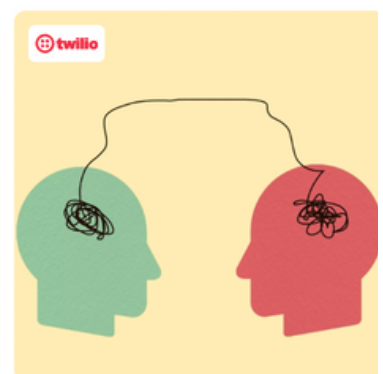


We are Owners: Outcomes

Learn to ruthlessly prioritize by gaining a shared understanding of the difference between **urgent** and **important**. This will help your team *get the right* things done in the **best** sequence.



STRATEGY & DIRECTION



We are Positrons:

With a bit of help from a Harvard Professor and a set of improv-comedy inspired exercises **centered on empathy**, your team will practice how to **reach alignment faster**.



We are Builders: LEGO

Discover how to build communication with a LEGO brick building challenge to help your team **identify communication barriers, build trust, and strengthen relationships**.



We are Curious: Mindset

Give your team a shared language for **developing ideas and expressing curiosity** - encouraging more open and unencumbered participation by everyone.



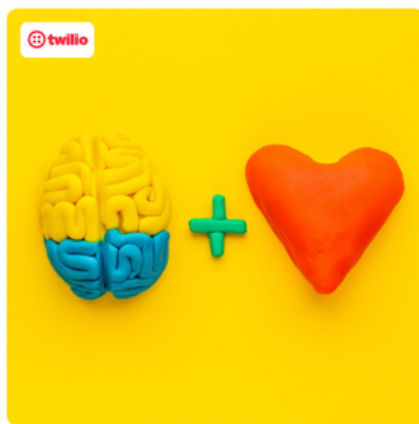
We are Builders: Ideation

Sometimes you can't agree on a direction simply because **it's not clear enough**. Use a popular design thinking approach to **ground your team's direction setting**.

EXPERIENCES ALIGNED WITH THE TEAMING@TWILIO PHASES



RECOGNITION & APPRECIATION



Recognizing Strengths

Let your team **share appreciation** for the individual strengths they each bring to the table as they openly recognize each other in a **positive** and **memorable** way.



Gift(ed)

Come together for a **purposeful** gifting activity to help **visualize** what success looks like as a team and to **share appreciation** for each team members unique role in achieving it.



PERFORMANCE & GROWTH



Curiosity Catalysts

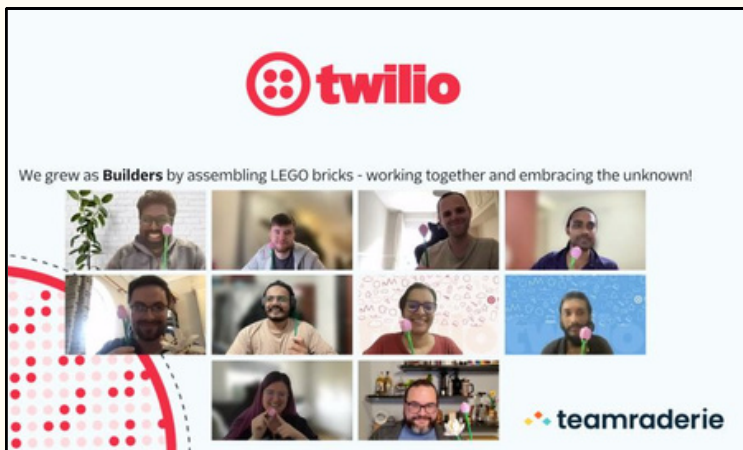
Led by Harvard Professor Francesca Geno, this experience will **fuel** your team's curiosity to **unlock** the kind of **creative problem-solving** and **innovation** required for greater performance and growth.



Feedback Framework

Don't let difficult conversations stop your team from moving forward. Help your team gain **confidence in giving and receiving direct and effective** feedback with **empathy** and **clarity** through role-playing scenarios and guided discussions.

TWILIONS LOVE TEAM EXPERIENCES - AND SHARE ON SOCIAL MEDIA

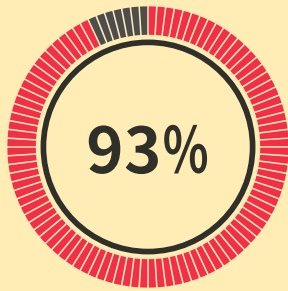


This experience was a great reminder of the incredible bonds built in our team and the problem solving skills needed to be builders. Thank you to Teamraderie for putting together such an engaging activity. The session had a perfect blend of fun and engagement, leaving us inspired...

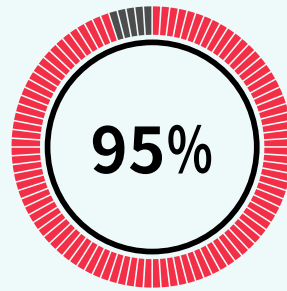


The Messaging Support Team at Twilio had a wonderful experience getting together to improve our communication and trust as a team thanks to Teamraderie's "Beyond Small Talk" with Taylor Buonocore-Guthrie!



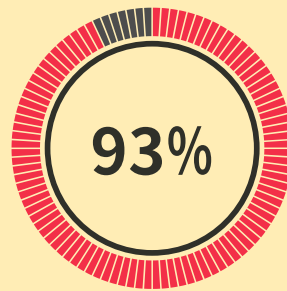


of Twilions say
Teamraderie
experiences
**strengthened
their
connection to
their teams.**



of Twilions say
they'd
**recommend
Teamraderie
experiences** to
their fellow
Twilions.

THE RESULTS SPEAK VOLUMES



of Twilion's say
the Teamraderie
experience they
participated in
was **meaningful
and memorable.**



HOW TO START?



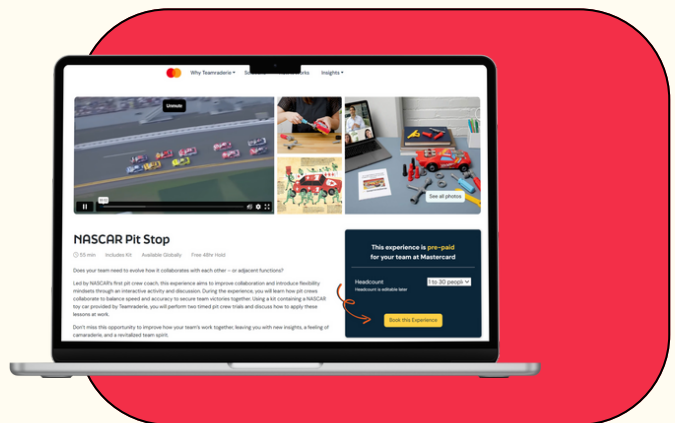
STEP 1

Visit the Twilio
Teamraderie portal

www.teamraderie.com/twilio/

STEP 2

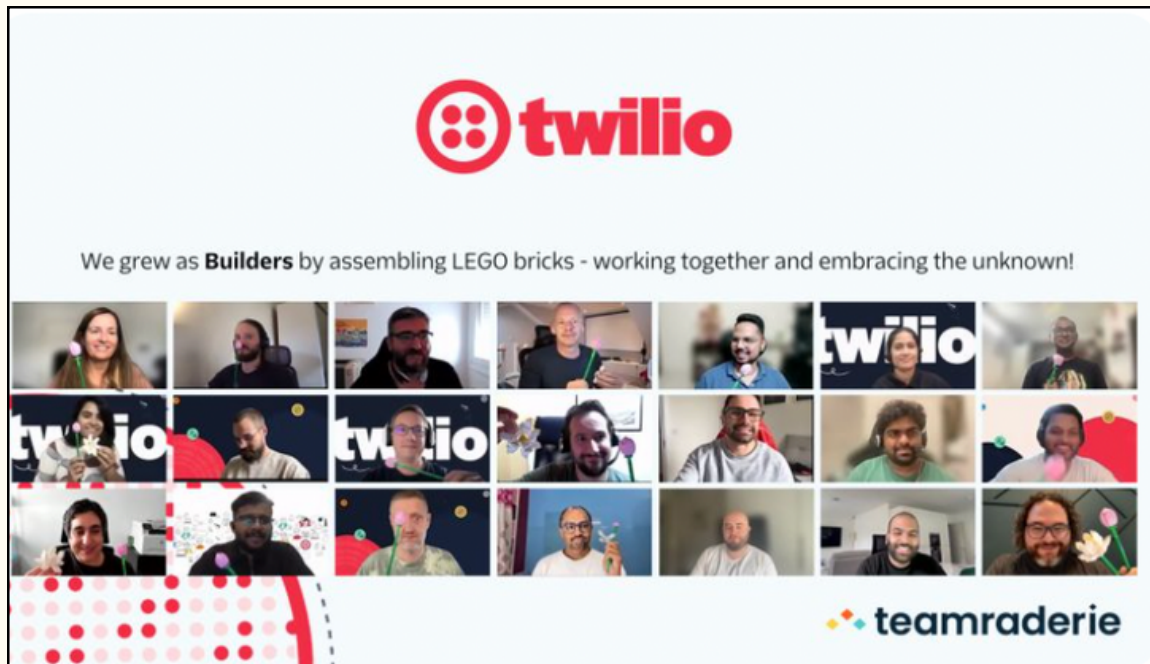
Select your experience,
click “Book” and pick a
date



STEP 3

Finalize your booking and
add your team members

DON'T WAIT!



Twilio has **prepaid** for teams to have Teamraderie experiences in 2H'24 - and you can use the department-level budget to **secure additional experiences** for your team.

[Get Started](#)