

Teamraderie is a collaboration of Harvard and Stanford faculty



**Harvard
Business
School**



Amy Edmondson



**Harvard
Business
School**



Frances Frei

**Stanford
University**



Bob Sutton

**Stanford
University**



Nick Bloom

CHROs/CLOs gain a modern way to create high-performance teaming

SHORT DURATION

45-minute sessions seamlessly fit into team's busy schedule, making learning a part of how they operate day to day

MODERN
LEARNING,
LASTING
IMPACT

LIVE AND EXPERT-LED

World-class experts (including Olympians, professors, authors) join your team and guide them every step of the way

COHORT-BASED

Highly interactive learnings for groups of 5-20 people that sparks dynamic discussions and deep engagement

IMMERSIVE

80% active learning with hands-on exercises and practical takeaways you can implement immediately

Find Your Next Team Experience

Teamraderie provides research-backed experiences expertly designed to engage and upskill teams to unlock their full potential.

Need help picking an experience?

Take the Quiz

Try TeamraderieGPT



What's Trending

Celebrate Pride Month

Power Skills

Mastering AI

Collaboration

Creative Problem Solving

Taking Initiative

Team Skills

Coffee and Tea

Filters

Reset Filters



NASCAR Pit Stop

Collaborate in a timed pit stop with a legendary NASCAR coach

From \$1,500/team ⌚ 55 min



Mindset Shift

Turning "But that won't work..." into "BUT it would if..."

From \$2,000/team ⌚ 45 min



Momentum Masters

Drive change and rapid progress with a Harvard Professor

From \$2,000/team ⌚ 45 min



Rethinking Perfection

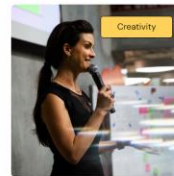
Discover the Olympic mindset with Nadia Comăneci and Bart Conner

From \$2,000/team ⌚ 45 min



Power Plays

Understanding leadership styles to set your team up for success



Creativity Masterclass

Unlock your team's creativity with Stanford's top professor



Mastering Negotiation

Learn to use negotiation as a tool for better collaboration



Lessons from the NBA

Explore the leadership tactics of the greatest NBA coaches

Credentialed experts join your teams live to lead interactive learning experiences

<p>Ethan Mollick Wharton professor, best-selling author, and globally-recognized expert on AI</p>	
<p>Garry Kasparov World champion chess player for 20+ years – and first person to lose his job to AI</p>	
<p>Simidele Adeagbo Africa's first female to compete in skeleton (and former Nike exec who gave-up her career to inspire millions of African girls)</p>	
<p>Matt Steffanina Choreographer to Taylor Swift, Snoop Dog, Chris Brown; 12M YouTube, 7M TikTok</p>	

<p>Nadia Comaneci & Bart Conner Eleven (11) Olympic medals and the first people to earn Perfect 10s in their sport</p>	
<p>Marcia Chatelain Pulitzer prize winning author and Georgetown historian with expertise in race relations</p>	
<p>Summer Sanders Four-time Olympic medalist NBA analyst and U.S. Olympic Committee member</p>	
<p>Kathryn Segovia Stanford University's popular professor for creativity and problem solving</p>	

IBM
We built unity in Bratislava office with Stanford's Anja Nebergol



teamradierie

servicenow
We rethought our collaboration inspired by NASCAR



teamradierie

COMCAST
We empowered team collaboration through negotiation with Stanford Professor Francesca Sironi



teamradierie

COMCAST
We boosted our creative output with Stanford Professor Stanford Professor Kathryn Sisson



teamradierie

COMCAST



teamradierie

COMCAST
We enhanced our trust, empathy, and connection through storytelling



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Give teams access to 30+ experiences that create high-performance teaming



NASCAR Pit Stop

Collaborate in a timed pit stop with a legendary NASCAR coach

Collaboration

55 min



Click to watch video



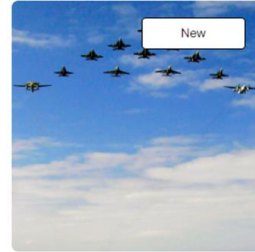
Sara Singer

Stanford University

How to Create
Cross-Functional
Collaboration



Sara Singer's research on principles of collaboration are exemplified by the way NASCAR pit teams shifted their work. This experience is led by NASCAR's first pit crew chief; learners practice on a 29-piece toy NASCAR.



Debrief to Win

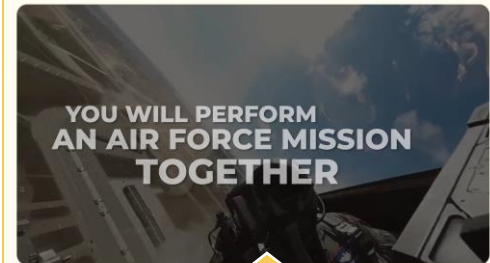
Leverage U.S. Top Gun strategies for accountability and team execution

Accountability

55 min

Accountability

55 min



Click to watch video



Nien-he Hsieh



Accountability
and Leadership



Nien-he Hsieh's research on what actions lead to shifts in action-taking are applied in a simulated mission plan and debrief led by a United States Air Force (retired) colonel responsible for F-15 and F-22 squadrons.

Learning experiences earn rave reviews (and even social posts) from teams

Rebecca Green · 2nd
Client and Creative Partnerships executive with start-up and big brand...
1w · 🌐

Follow ...

It's nourishing when you can take a pause as a team to sharpen a skill together.


Today we enjoyed a **Teamraderie** experience hosted by **Francesca Gino**, Harvard professor expert in the psychology of organizations (Thank you, **IBM**). We role played a case study focused on effective negotiation and re-framed our attention on motivation, mutually beneficial outcomes and more.

Thanks team for joining and thank you, Francesca. It was fun!

Andrew Verdesca, Anju Nayar, Bailey Allmon, Daisy K., Guilherme Wender Figueiró da Silva, Juliana Najm, Kim Afflerbach, Laura Stumm, Naimika Ramesh, Prity Jaiswal, Rebeca Amorim 🇮🇳, Rob Spencer, Samiksha Yadav, Susan Minor, Tess Moffett

IBM

We empowered team collaboration through negotiation with Harvard Professor Francesca Gino!



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Emily Meagher · 3rd+
Technical Support Manager at Twilio Inc.
1mo · 🌐

Follow ...

👉 Building Connections, One Brick at a Time! 🌟

Our Team recently had the opportunity to participate in a **Teamraderie** experience that brought us closer together and reinforced our core value: We Are Builders. 🤝

How did we do this? By using Lego bricks! 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 and a desk decoration we all share! 🧱 🌟

Thank you to the team for their spirit and participation. It is a pleasure to work with such incredible people. Looking forward to our next experience.

#WeAreBuilders #Teamraderie #Twilio #TwilioMagic #TeamBuilding

twilio

We grew as **Builders** by assembling LEGO bricks - working together and embracing the unknown!



with Meghana Dakamuri and 7 others

teamraderie

Net Promoter Scores

twilio

NPS
90+

IBM

NPS
80+

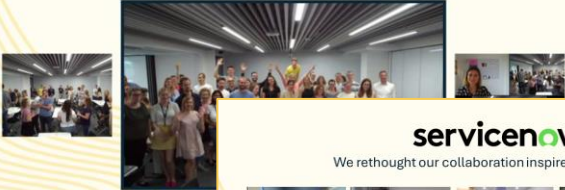
Programs are thriving globally at peer companies in every geo

Google
We Built Communication with LEGO Bricks and Teamraderie!



Learning experiences are best for intact and cross-functional teams of 5 to 20 people

IBM
We built unity in Bratislava office with Stanford's Anja Nabergoj

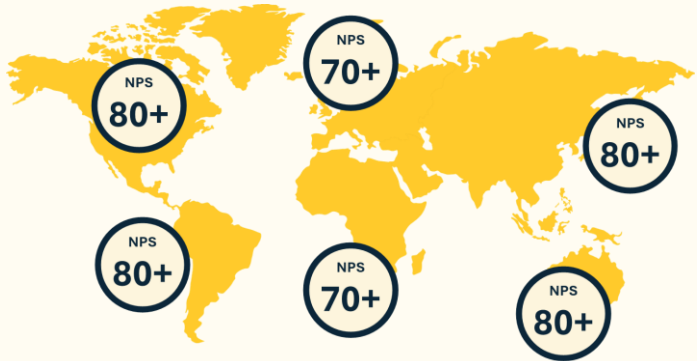


servicenow
We rethought our collaboration inspired by NASCAR!



teamraderie

NPS Scores Are Excellent in Every Geo



Why the High-Performance Culture Program?

Research describes new approaches for high-performance in distributed/digital companies

As the **workplace has evolved** (hybrid work, remote teams) and new generations bring **new expectations at work**, recent research shows the promise of high-impact tactics that lead to **immediate improvements in teaming, collaboration, and performance.**



**Taking Ownership
for Workplace
Outcomes**



**Mastering Mission
with Distributed
Teams**



**How to Align
Performance
Expectations**



**Harvard
Business
School**

**Hybrid Work and
New Implications
for Performance**



**Harvard
Business
School**

**Leadership's Role
in Performance
Culture with Hybrid**



**Data-Driven
Performance Mgmt
with Remote Work**

New approaches profiled with CHROs/CLOs at “Striking the Balance”

September 20
Teamraderie Leadership Lab

 teamraderie

Donna Morris
Chief People Officer



Ashley Goldsmith
Chief People Officer



Michael Fraccaro
Chief People Officer



A discussion on the initiatives that Walmart, Workday, and Mastercard have taken to elevate their performance cultures while still promoting risk-taking and innovation. [[Replay](#)]

Hosted by

Amy Edmondson

Michael McCarroll



**Harvard
Business
School**

 **teamraderie**

High-Performance Program Timeline

Enroll by November 15
Completion by mid-2025

November 15

Enrollment

[\$25K and
service
agreement]

Mid-Nov

**CHRO/CLO
Interview**

[Interview guide
to be provided
in-advance]

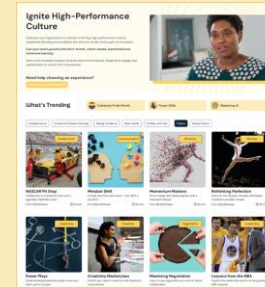
December 5

**CHRO/CLO
Research
Event
& Dinner**



1H'25

**Enroll 5 Teams
(10 Learning
Experiences)
at Company**



1H'25

**CHRO/CLO
Impact
Measurement
and Sharing**

[Share measure
tactics with
peers]

\$25K enrollment fee provides access to **all** resources

High-Performance Culture Research Event

The Charles Hotel (Cambridge, MA)

Thursday, December 5

2:00 – 5:30pm

- **Research on High-Performance in post-2020 era:**
 - What's changed in how to create high-performance teams
 - Critical adjustments that you and your managers must make
 - Presentation & discussion of two new metrics to assess high-performance
- **Research on High-Performance - In-Action:**
 - (Live Simulation) How the United States Air Force leads “debriefs”
 - (Live Simulation) How Stanford “makes” people more creative
- **Strategy-to-Tactics:**
 - Expert-facilitated discussions for you & peers
 - Learn and share ideas in-place at top companies

6:00 – 8:30pm

- **Cocktail Reception**
 - Favorite wines and cocktails of Amy Edmondson and Bob Sutton
- **Dinner and Discussion**



**Harvard
Business
School**

Dr. Amy Edmondson is a professor at Harvard Business School and did pioneering research on teaming and high-performance cultures



**Stanford
University**

Dr. Bob Sutton is a professor at Stanford and a 5X best-selling author for books on management, including [Scaling Excellence](#)

High-Performance Culture Research Event

The Charles Hotel (Cambridge, MA)

Thursday, December 5

SUBJECT TO CHANGE

Time	Purpose	Activity
2:00 – 2:10pm	Opening	Irina and Michael: Data-driven approach to human challenges
2:10 – 2:40pm	Meaningful Connection Dr. Anja Nabergoj (Stanford)	How to feel connection without co-presence
2:40 – 3:05pm	Cross-functional Collaboration Stanford/Wharton research	Why lots of “team-building” is the wrong idea - and how to fix it
3:05 – 3:35pm	Accountability U.S. Air Force Colonel Robert “Cujo” Teschner	How to create a culture that reflects honestly and adjusts quickly
3:35 – 3:45pm	Break	
3:45 – 4:10pm	Elevating Workplace Trust Harvard Business School research	How to (re)built trust when it’s been lost – even when it’s been broken
4:10 – 4:40pm	Attachment to Vision & Goals MIT/Harvard research	How to help employees connect with higher-order goals
4:40 – 5:15pm	Is This Team High-Performing? Dr. Bob Sutton (Stanford)	How to measure true “performance”; two metrics for discussion
5:15 – 5:30pm	How to Take Action Edmondson (Harvard) / Sutton (Stanford)	Tactics to put these into action in January