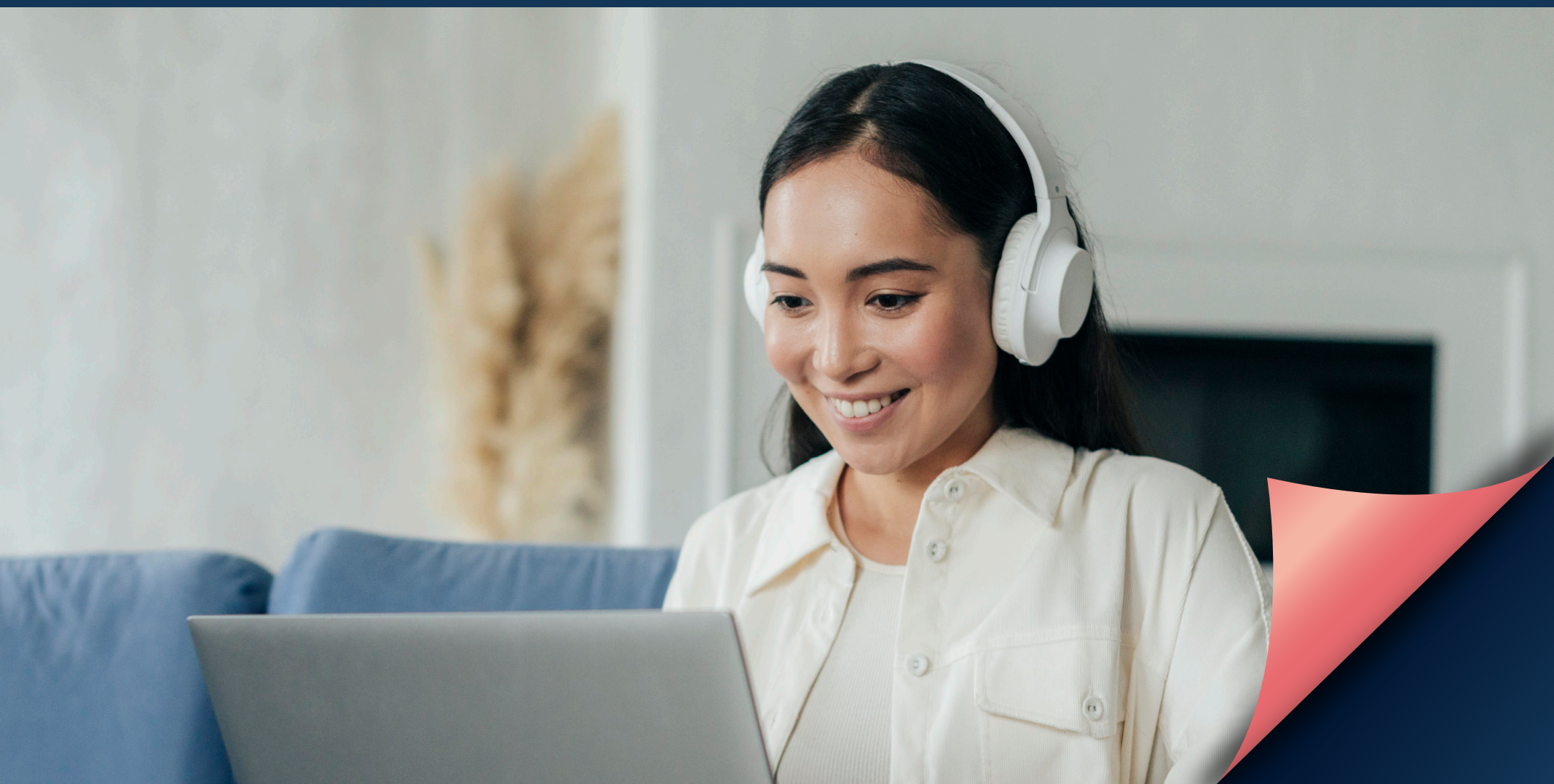


Global companies making EX experiential

Spotify reserves an admirable EX spot





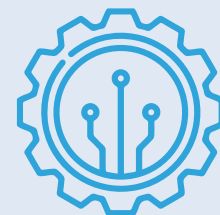
92%

Employees
as customers



83%

Culture



100%

Technology



100%

Practiced
empathy



67%

Rewards
and benefits



90%

Overall average

*twimbit ratings for best practices



CEO: Daniel Ek



Mission: To unlock the potential of human creativity by giving a million creative artists the opportunity to live off their art and billions of fans the opportunity to enjoy and be inspired by it.



Revenue USD MM (FY20): \$8,055.32



Headcount: 4,405

Spotify is a commercial music streaming service that provides restricted digital content from a range of record labels and artists.

Highlights



Spotify treats its people as part of a large music band



94% employee participation in career development talks



Workshops on Rockstar Coach, Inclusive Leadership and Tricky Talks to train next gen managers and leaders (770+ attendees, 2019)



42% managers and 30% leaders are women

Drivers of culture

1 Speed trumps quality of iteration

2 Team over individual

3 Ideas over bureaucracy

4 Stay receptive and flexible to drive employee decisions

EX objectives


Break the 9 to 5 mentality

Foster a culture of passion and desire to grow

Listening to all voices

Improve eNPS score



Great benefits, incredibly diverse, passionate about audio, incentivizes learning, easy to move around in a team or role ,plenty of colleagues with personality, a handful of world class engineers that are easy to talk to, and Daniel and C-level management are refreshingly transparent and welcoming. 

Software Engineer in Stockholm

Key ratings



537

Total ratings on Glassdoor



4.0

Overall rating



78%

Recommend to friend



92%

CEO approval rating

Benefits

1 Extensive learning opportunities

2 6-month paid parental leave

3 Flexible holidays

4 Flexible share incentives

5 Self-care and mental health

6 Global festival tours

Spotify's eNPS
score increase 12
points to 35 in Q4
2019 Y-o-Y

Creativity,
accountability,
courage and
curiosity are the
core hiring drivers

Match-up to Spotify!



Conduct bi-annual surveys to figure out eNPS scores



Focus on mental health



Provide personalized learning programs



Nurture your managers into leaders

twimbit

Insights **that find you**

The twimbit experience:



Subscriptions



Communities



Advisory

How can we help?

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