

Empowering Change: The Impact of Employee Volunteering on Community and Corporate Culture

FACILITATED BY TEAM4TECH



Cultivating Leadership Through Community Engagement

Team4Tech facilitated an impactful skills-based volunteering program for Guidewire Software engaging their employees to support Ek Tara, an education-focused nonprofit based in India.

This unique skills-based volunteering experience aligned with the goals of the Guidewire Gives Back program, an initiative enabling Guidewire employees to drive meaningful change in local communities where they live and work. Team4Tech oversaw Guidewire staff working with Ek Tara, a nonprofit aligned with the program's key focus areas—supporting education in technology for underserved communities and those in need due to violence, natural disasters, and lack of daily living resources.

Over the course of eight weeks of virtual collaboration, ten members of the Guidewire team from four different countries worked with Ek Tara staff to develop solutions and strategies for the identified challenge. The volunteer team then joined Team4Tech and Ek Tara for two weeks on-site in India, collaborating across job functions and geographies to implement organizational strategies and technology solutions. These new resources helped Ek Tara become a more data-driven organization, create better learning outcomes for students, and accelerate organizational impact.



Team4Tech has unlocked a new level of leadership development for Guidewire. Their unique program, blending design thinking with real-world impact projects, has empowered our employees globally and delivered career-defining experiences. It's the future of leadership development."

Mark Daniels
Global Lead - Community
Engagement
Guidewire Software



\$256,200+ value of pro bono consulting

1,220+ pro bono hours committed

1,200 students served

15 Ek Tara staff and teachers trained by volunteers

10 Guidewire Software volunteers



Team4Tech scoped the project and managed the program, supporting volunteer recruitment, and nonprofit engagement. Additionally, every volunteer received a facilitated leadership development curriculum on building professional capabilities.

Over the course of the program, Team4Tech guided skilled volunteers through supporting the nonprofit, Ek Tara, with two streams of work:



- **Implementing a Monitoring & Evaluation (M&E) framework and platform**
 - Volunteers researched technical solutions and proposed the platform Goonjan.
 - While on-site, volunteers met with a Goonjan representative and Ek Tara signed a contract to implement the solution.
 - The team delivered relevant training to assist Ek Tara with change management and shifting towards becoming a more data-driven organization.

- **Selecting a learning management system (LMS) to organize lesson plans, curriculum materials, coding resources, and other digital tools for teachers and staff.**
 - Volunteers researched LMS platforms to house digital literacy content and utilized Google Classroom.
 - While on-site, the volunteers delivered in-person training to teachers, assisting them with getting their Google Classrooms set up. They also provided supporting user guides to assist with long-term sustainability.



A Lifechanging Skills-Based Volunteering Experience

When employees volunteer with Team4Tech, they expect to make a social impact for a nonprofit. But they also gain so much more—leadership development, connection, and a renewed sense of purpose.

“This project transcended mere deliverables. It fostered a transformative experience for the Guidewire team. Working across divisions and geographies, they learned from each other, Team4Tech’s expertise, and the dedicated Ek Tara staff. This collaborative effort not only benefited Ek Tara but also empowered Guidewire employees through global project participation.”



Mark Daniels
Global Lead – Community Engagement
Guidewire Software

ABOUT TEAM4TECH

Team4Tech is an impact accelerator for nonprofit organizations working to advance education for high-quality employment. We partner with companies to engage employees in global social impact projects that bring technology solutions and training to education nonprofits to improve the quality of learning worldwide.

Volunteer Spotlight



JEFFREY MORAN

Principal Business Architect and Practice Manager

Jeffrey’s volunteer story began as part of a New Year’s resolution to practice gratitude. “The best way to work on gratitude was not just to ‘feel’ grateful but to do something selflessly for others to make their lives better,” he shared.

Jeffrey’s resolution aligned with Team4Tech and Guidewire’s project supporting Ek Tara. His team worked tirelessly to help staff adopt a software solution to amplify Ek Tara’s impact. As a first-generation American from El Salvador, Jeffrey’s commitment to education stems from personal experience. “My parents always instilled in me that education is the best way to escape poverty. Knowing our work would help not just children but entire families build a better future charged me to give this project my all.”

The unity developed as a part of the onsite work stands out for Jeffrey: “Ten people who had never met came together around a shared goal in a completely different cultural landscape. That feeling of unity is something I’ll never forget.”

An experienced corporate executive, Jeffrey found deep personal fulfillment in discovering that his two decades of expertise in the insurance industry translated seamlessly to supporting nonprofit education programming: “I realized the fundamental principles of a successful software solution are the same across industries. Applying my skills in a new context was an incredible sense of accomplishment.”