Twitter Thread by Ryan Breslow ■



Ryan Breslow ■
@ryantakesoff



Over the last 7 years I've built 2 multi-billion dollar companies.

It's been grueling. We don't share these lessons enough.

So I decided to do that over the last month.

The feedback has been awesome - 25k new followers in 1 month.

Here's a roundup of all of the threads ■

Why Bolt is the first tech unicorn to shift to a 4 day work week.
https://t.co/kJhpgbUX5S

> The biggest lesson I\u2019ve learned in building a $4B company:
>
> It\u2019s all about the people.
>
> I\u2019m thrilled to announce today that Bolt is the first tech unicorn to officially shift to a 4 day work week.
>
> Here\u2019s why we did it and how we came to the decision \U0001f447\U0001f447\U0001f447
>
> — Ryan Breslow \U0001f57a (@ryantakesoff) September 23, 2021

I've built both a $4B company and a $1B company over the last 7 years.

Here are the 12 mindset rules that got me here.
https://t.co/4UqtB6256x

> Over the last 5 years, I built a $4B company.
>
> Sounds awesome right?

Not until recently.

I made every mistake imaginable.

The toughest part was getting my head right.

Here are the 12 mindset rules that I\u2019ve developed.

— Ryan Breslow \U0001f57a (@ryantakesoff) September 20, 2021

We 10X'd our company in the last 10 months.

Here are the 10 tactics to making every day count.
https://t.co/hyYn6Q7cD0

At Bolt we grew from $400M to $4B in the last 10 months.

That's a 10x in 10 months.

This wasn\u2019t an accident, but it also wasn\u2019t a given.

The shift? We started making EVERY day count.

What exactly does that mean?

Let's break it down \U0001f447\U0001f447\U0001f447

— Ryan Breslow \U0001f57a (@ryantakesoff) September 28, 2021

We've closed more deals in the last 90 days than in all of Bolt history.

Here are 10 tips on how to negotiate your best deals.
https://t.co/7wdbWHy4SO

In the last 90 days, we\u2019ve closed more deals than ever before in Bolt\u2019s history.

These deals alone have added billions to our valuation

This wasn't an accident.

We completely changed how we negotiate deals.

Here are 10 tactics we use today to negotiate Bolt\u2019s best deals:

— Ryan Breslow \U0001f57a (@ryantakesoff) September 25, 2021

Over 7 years I've interviewed over 5000 candidates,

And have hired over 500.

Here are the 15 most impactful interview questions.
https://t.co/Bd5tGwmfnb

> At Bolt we\u2019ve experimented with 1000s of interview questions.
>
> It\u2019s been trial by fire, but the result is we\u2019ve now hired 300+ amazing people.
>
> For 5+ years, I interviewed every single candidate.
>
> Here are my 15 highest impact questions to include in your hiring process \U0001f447
>
> — Ryan Breslow \U0001f57a (@ryantakesoff) October 1, 2021

I've helped over 200 founders raise billions of dollars.

These are the most common mistakes.

Avoid them.
https://t.co/BVeIlTTR0O

> Fundraising
>
> I have helped 100+ founders collectively raise $5B.
>
> The biggest insight: fundraising is a game.
>
> If you know how to play, you can do well.
>
> Here are the 10 most common mistakes founders make \U0001f447\U0001f447\U0001f447
>
> — Ryan Breslow \U0001f57a (@ryantakesoff) October 7, 2021

Every iconic company has a risk taking culture.

It isn't easy to do.

Here's exactly how to embed it into your startup.
https://t.co/adJJQZS6to

> When you look all at the iconic companies, there\u2019s 1 undeniable shared trait:
>
> A willingness to take risk.
>
> In contrast, dying companies lack this trait.

> So\u2026 how to do build an team that\u2019s ok with risk?
>
> It\u2019s not so simple. Let\u2019s dive in \U0001f447\U0001f447\U0001f447
>
> — Ryan Breslow \U0001f57a (@ryantakesoff) October 6, 2021

Great leadership is hard to find and even harder to train.

Learn what top traits a great leader embodies.
https://t.co/I18U1CYjO5

> Leadership.
>
> I never understood how important it was.
>
> Until one day I realized our organization needed it.
>
> That\u2019s when I started my homework.
>
> I started with a simple question: \u201cWhat makes a great leader?\u201d
>
> Here\u2019s what I learned\u2026
>
> — Ryan Breslow \U0001f57a (@ryantakesoff) October 2, 2021

And finally, Bolt raises $393M.

Here's how we got here and where we're going.
https://t.co/PB1CIc5C68

> \U0001f6a8Big announcement today: Bolt raises $393M.
>
> Wow.
>
> A couple years ago, I didn\u2019t know if we were going to make it.
>
> Now we have $500M+ on the balance sheet.
>
> I wanted to share a bit more about where we've been, but more importantly where we're going \U0001f447\U0001f447\U0001f447 pic.twitter.com/FmrE7j5hNI
>
> — Ryan Breslow \U0001f57a (@ryantakesoff) October 13, 2021

These threads took a lot of work but were so rewarding to get out to you all.

If you found them helpful, give me a follow at @ryantakesoff.

I routinely share my learnings building multiple billion dollar companies with Twitterverse.

Let’s take off together! ■