

EXECUTIVE TEAM OFFSITES

Our executive offsites take leaders on a journey that first expands meaning and impact and then accelerates results by finding the intersection between changing customer needs, underlying trends, and deep soul alignment in leadership.

BUSINESS CHALLENGE: When senior executives want to unleash growth and excellence in their business unit or region, they often turn to visible systems like strategy, structure, and processes. In most change efforts, the hope is that these moves will change people's focus and unleash their impact. The truth, however, is while these levers are necessary to drive strategic alignment, they are typically never sufficient. It is our experience that it is the invisible systems like people's beliefs, emotions and energy that hold the true power to unleash change and results.

LIMITATIONS TO TRADITIONAL APPROACHES TO EXECUTIVE OFFSITES: The traditional approach to executive offsites typically focuses on visible systems and underemphasizes or neglects the invisible systems and energy altogether. Yet no matter how brilliant the vision of change is, if leaders cannot think greater than their emotional state, they can fail to truly create a cohesive team climate that pulls together under pressure, rather than pulling apart into silos.

OUR UNIQUE SOLUTION: At our executive team offsites, we start by humanizing team members, conducting activities to deepen the quality of relationships first. This then impacts the quality of thinking that can be done together, the quality of actions, and ultimately, the quality of results. We believe that to truly unlock the power of transformation and create a cohesive team climate, we must support leadership team members to not only learn to think and act in new ways but teach them to take charge of their energy to increase possibility thinking, meaning and purpose in the face of ongoing change. The work sessions that always characterize the end of our offsites then flow with clarity, speed and exponential impact.

OUR PROCESS INVOLVES THREE STEPS::

STEP 1	STEP 2	STEP 3
We assess how the unique combination of visible systems and invisible systems have produced results for the business unit or region thus far.	We collaborate with the sponsoring executives to design more than just an offsite or intervention. We create a forum for transformation and rich dialogue, supported by a learning journey that fosters deeply human leadership.	We measure the success of our development experiences by the transformation in tone and focus of conversations, and the degree of personal agency leaders now feel to create a successful future.

THE BOTTOM LINE: Forging team cohesion in an increasingly divisive, turbulent landscape takes a different approach, that places deeply human leadership at the center. Our executive offsites take leaders on a journey that first expands meaning and impact and then accelerates results by finding the intersection between changing customer needs, underlying trends, and deep soul alignment in leadership.