

Corporate Retreats

facilitating the why & how



+60 3 - 5635 7638



+60 3 - 5636 4638



info@prioritysky.com



www.prioritysky.com

An Introduction

Corporate facilitation and executive retreats are designed to reflect, influence and rethink your organizational or departmental values, identity and purpose.

A change of environment

Key reasons why corporate retreats are so important to organizations today:

1. **Retreats can help define and refine strategy.** Getting away from the office, from telephones and email, can bring fresh perspective to corporate strategy. In a less structured setting, group participation and problem solving are enhanced. Rethinking the organization's mission, vision, goals and objectives are best when there is some space from the day-to-day grind of work and accomplishment. Retreats are excellent tools for clarifying or reaffirming the strategic direction of an organization.
2. **Retreats can help review and identify trends.** In the midst of regular business activities, it can be very challenging to take a broader look at your industry and competitors. Getting away from the office and into a more relaxed setting stimulates deeper thinking and helps identify issues and events and their relationship to one another. Looking as a group of executives or coworkers at the bigger issues that have impact on business direction can be a healthy experience.
3. **Retreats can help when there has been or will be a crisis.** When business trends or events project a looming crisis, a retreat can help bring focus to the problem and identify possible solutions. And when a crisis has already occurred, a retreat can help debrief the organization's response and prepare for the future in the new environment. And dealing with these issues without the pressure of daily work and management can be a real plus for finding creative solutions.
4. **Retreats can enhance teamwork.** In the daily grind of organizational activity, relationships among coworkers are sometimes strained. While in many organizations, teamwork on the job is encouraged and rewarded, in some companies the emphasis is on individual performance. In those organizations, teamwork must be encouraged and stimulated in other ways. A retreat is an excellent way to build trust among coworkers, to enhance communication and to clarify roles and responsibilities.
5. **Better ideas are generated at retreats.** Changing the environment usually results in a change in the way people think and solve problems. There is more "outside the box thinking" when participants are outside their daily and routine "boxes" at work.

The benefits of taking time for an organizational retreat are meaningful and help in setting direction and achieving focus in any organization.

Why use an external facilitator?

If want to really get your team thinking outside of the box, you're going to need the help of a skilled facilitator. The facilitator will help you figure out what the key issues are to create a forum where everyone gets heard but also where ideas are discussed crisply and decisions are reached. Someone who's skilled at conducting such meetings can see that sensitive or controversial issues will be addressed without people becoming "locked in" to their own points of view or worrying about protecting their own turf.

The right pre-work

We find pre-work to be of tremendous assistance in getting the most out of people's time. We also find that how the pre-work task is defined will have a major effect as to how valuable it is. Scheduled interviews, pre-assignments and assessment can be particularly effective to allow the team to reflect on some of the vital issues at hand.

Tackle the tough stuff.

Too many corporate retreats are intentionally bland affairs that skirt the important issues and are designed merely to reinforce the company line.

Too many corporate retreats supposedly aim for consensus but avoid conflict and controversy. If touchy subjects do come up, they're often shunted to a "parking lot" for discussion by a smaller group after the retreat. Meaningful consensus isn't built that way. On the contrary, real agreement is built when different points of view collide in constructive conflict. Consensus isn't so much built as it's hammered out.

A structured approach to achieving outcomes

All our facilitated workshops are structured to achieve a previously agreed outcome. They are also very flexible and responsive to deal with whatever arises, whether it is a business issue or inter-personal. You will discover that you can achieve things that could not even be considered in the normal office environment. Using a facilitator enables everyone to participate fully and helps you achieve things that could not even be considered in a normal office meeting.

How can a facilitator help?

An experienced facilitator who understands business processes, who actively monitors the external environment and who is prepared to challenge internal assumptions will act as a catalyst for achieving more robust strategies and plans. An experienced facilitator who takes responsibility for managing team effectiveness can ensure that all members are able to contribute their full potential.

What does a facilitator do?

A facilitator will introduce many facilitation tools and techniques, including:–

- survey, interviews, assessment
- brainstorming
- fishbone
- mind maps
- SWOT analysis (strengths, weaknesses, opportunities, threats)
- PEST analysis (political, economic, social, technological)
- Scenario planning
- Systems thinking

What does the Facilitation process includes?

- Assessment of needs, goals, and expectations
- Keeping the meetings focused with deliverables
- Learning how to value and work well with diversity
- Clarification of roles and responsibilities
- Establishing accountability
- Reinforcement of ground rules
- Establishing behavioral guidelines
- Using conflict and feedback constructively
- Creating group commitment and alignment
- Setting specific and measurable action plans

methodology

we keep it simple

Walk away with a simple plan overview so that every person in your organization will learn, believe and deliver on your company goals.

focused

From an off-site corporate retreats designed to eliminate distraction, to continuous monitoring of your progress, you're guaranteed to stay on track throughout the implementation of your outcome.

flexible

Markets change. Business practices change. Companies change. Your strategic plan will change as your business changes.

fun

Sessions are crafted to be fun. Your creativity is at best when you are open and playful.

factual

Life is short. You play hard, work hard and live hard. There's no room for hidden agendas.

finish

Implementation of a plan is one of the biggest challenges for any company. Assistance with implementation is a no-brainer in our book.

Identity Strategic
Vision Mission
Values Change
New Frontiers
Transitions



Organizing your retreat

If you plan special events in your organization, you know that expectations are high. The people that matter most to your organization are gathered in one room and you want them to laugh, relax, and network. You want them to have fun. You know that if the audience is enjoying themselves, the rest will fall into place.

That is why we are here for you. Leave all the details and arrangement to us. You can coordinate with our event organizer on your requirements and be assured your trip will be well planned and organized.



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