

Perpetual:

Empowering talent. Fueling brands.



leadership team offsite

reconnect, reenergize and accelerate

general idea ... let's get together

The COVID pandemic with associated lockdowns and forced remote-working has restricted teams from coming together in person for over a year. While some transactional business operations have seen increases in productivity under this new way-of-working many other areas of business have suffered due to the reduced human-human interactions that build trust, promote innovation and enhance cohesiveness. With a rapid and effective vaccination program underway, now is the time to re-engage, to start thinking about the next phase of the business operating environment and how to seize the opportunities that exist beyond the impact of the virus.

Perpetual has traditionally supported leadership teams in coming together to deliver on key areas such as strategic planning, alignment and in particular leadership and team development. They also have fun and interesting ways for teams to engage, rapidly breaking down barriers so that challenging debate can ensue leading to improved business outcomes and sustainable team cohesiveness.

Recognizing the importance of this moment we have established a 2.5-day offsite program specifically focused on leadership team needs based at Scribner's Lodge in the Catskill's Mountains.* The program itself is flexible to meet the needs

of each client but in general mixes facilitated business conversations, experiential exercises that promote improved solidarity and collaboration and allow teams to re-engage as they emerge from the period of forced remote working.

**The program can actually be run at any suitable offsite location, depending on client preference. Perpetual has experience in leading such offsites globally with clients from multiple industry sectors. Perpetual works with the selected venue to ensure that the safety of workshop delegates is paramount*



general idea ... continued

As we emerge from the pandemic, some elements of remote working may well remain, and leaders are beginning to plan what will be the best solution for each business. Some employees may well continue to work remotely whilst other teams will need to come into an office, either full or part time.

It is generally accepted that these hybrid ways of working will become the norm and studies of the psychological impact of remote working highlight the importance of human interactions for many work elements and this cannot be replicated on a Zoom call. It is likely therefore that the future cadence of business will involve periodic meetings held onsite/offsite where key staff will come together to connect with each

other and plan the next phase of the mission-critical elements that will drive business performance.

Bringing this all together and understanding that Leadership Teams are perhaps the teams that will come together first, Perpetual is offering a remote retreat package that will enable them to to reconnect, re-energize and plan the next phase of growth for their businesses. By selecting an inspirational offsite location for such a meeting, teams will set the tone of how their business may work moving forward and express confidence that this phase of the pandemic is coming to a close.

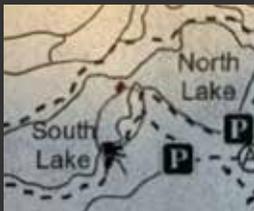


about the program

The program itself will be built in collaboration with each client to ensure that it meets the required outcomes from the offsite.

Since inception, Perpetual has established a renowned 2.5-day 'high performing teams' program that it has used with leadership teams to drive improved team-working and accelerate business performance and this concept will form the basis of any engagement.

Led by experienced facilitators, the program mixes challenging simulations that will help teams to bond with an opportunity to apply the learning to existing business challenges. Leaders will learn more about each other, develop leadership skills and establish ways-of-working that they can take back to their teams. In this moment, the program will flex to include the most immediate client needs – perhaps around strategic planning or alignment – in order to ensure that the desired effect is achieved. Teams will return from the meeting inspired, enriched and ready to lead their business to the next phase of growth.



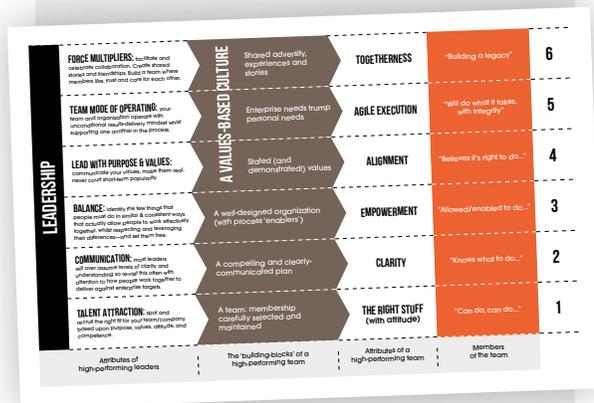
about the program

day one

Travel to Scribner's Lodge

Team Dinner

Evening team challenge:
Setting the tone



The Team to Tribe® attributes of high performance form the foundation of the program and provide a framework for discovery and driving meaningful outcomes.

day two

Debrief of team activity – explore trust, unconditional mission delivery and first team mindset

Learning on what it takes to become a high performing team – Introduction to the Team to Tribe program, tools and techniques

Experiential exercises to pressure test the learning – collaboration, communication,, critical thinking, team problem solving, etc

day three

Establish team rituals to sustain the learning

Discuss and solve business challenges using the tools provided

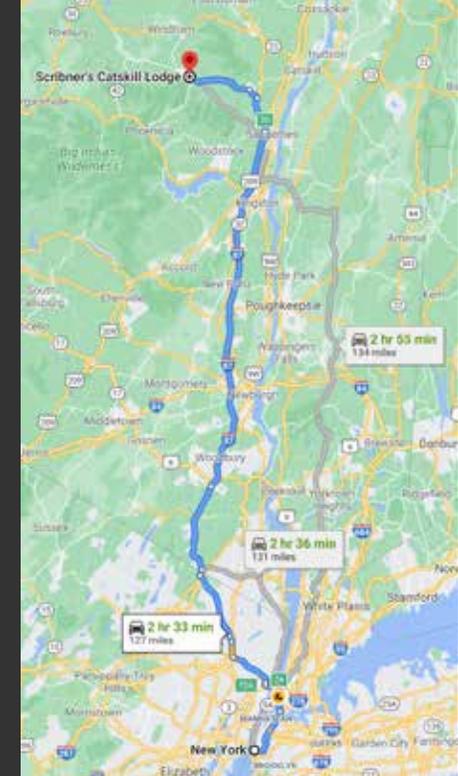
Get direct feedback and make personal commitments to step up as a member of a high performing team

scribner's lodge

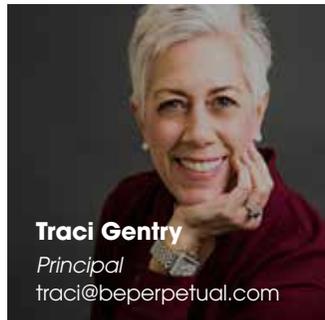
Scribner's Lodge is located in the Catskills Mountains region approximately 2.5 hours from New York City and has been used by Perpetual to lead exclusive offsite meetings for leadership teams. It provides a remote and unique environment that will enable focused attention away from the hustle and bustle of daily working.

The lodge has strict COVID-related protocols and spaces for safe working. There are amazing opportunities for fresh air and access to the local environment for outdoor activities that are an important part of this unique package. There is also a strong internet connection and technology suite to support the program and to maintain contact with 'the outside world'

Specific information related to covid-19 protocols can be found at: <http://www.scribnerslodge.com/covid-19-updates>



about perpetual



Perpetual is a boutique talent advisory firm focused on helping leaders to accelerate the performance of their teams and their businesses. We help clients deliver the transformational outcomes they are looking for through collaborative and targeted support in mission-critical areas. Our multi-faceted approach is informed by thought leadership, driven by analytics and creates legacy moments in the careers of leaders and their teams.

Perpetual supports clients through three mutually supporting areas, providing a holistic approach to helping leaders take their businesses to the next level of performance.

Our team of expert facilitators are experienced in rapidly understanding the challenges and opportunities for each business they work with and applying the latest research in order to transform team dynamics to that of a high performing team.

next steps

Consider how your team will come together over the coming months in order to reconnect, reengage and accelerate performance.

Please contact us to discuss your exact needs and we can then share more about the opportunity and answer any questions that you might have.

We will then collaborate to build a bespoke program that will achieve the outcomes you are looking for.



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