FUNDAMENTAL Leadership

Leadership Team Off-Site

Out of the building, together

Reorgs, shifting priorities, and factors beyond your control create uncertainty and fear that can have teams nodding along in the boardroom without being fully on board. Harvard Business Review research (2026) found the teams who were truly committed to creating a culture of engagement met off-site, ideally in nature, faced what was really going on, together, and only then put their direction into words. This day is built on that: outside (when possible), moving, and talking about what's real.

Who it's for

Senior Executives and their management teams going through a reorg, a merger, new leadership or a new strategy, who want the team aligned before setting direction.

Shape of the day

- **Before:** a design call with you, then a 10-minute confidential assessment for each team member, so the day is built around what's real for your team.
- **Arrive and land:** somewhere in nature, away from the fluorescent lights. A check-in circle where everyone has an opportunity to share what's alive for them.
- **Walk and talk:** pairs walk an easy trail with one real question about the change. Moving side by side makes it easier to speak openly.
- **Face what's real:** the assessment themes, shared back anonymously. We start with how it lands before what we think about or how we want to address it.
- **Who's leading?** each leader names their pressure pattern and its impact on the team, and practises the "Who's Leading?" pause.
- **Lunch (outside when possible), then the honest conversations:** a trust check for the team, and space to name what's been left unsaid.
- **Coaching:** practice bridging the leadership gap between intentions and impact.
- **Find the words:** the team boils its direction down to a few words it owns and will stand behind.
- **Close the circle:** one commitment each, a partner who checks in, and what you're taking away.
- **After:** a 30-day check-in with the team, and optional 1:1 coaching so the new habits hold.

Your team leaves with

- A shared, clear read on what the team is facing
- Each leader's pressure pattern and the "Who's Leading?" pause
- A short statement of direction the team built together
- One commitment each, with a partner who checks in

Format

Full day, in person, in nature near you, for teams of about 5 to 20. Easy-paced, with options for all.

Facilitated by Trevor Stevenson, Human Dynamics & Experience Specialist, who has coached leaders and teams for 22 years and spent a decade guiding expeditions around the world.

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