

Team Retreats: Worthwhile?

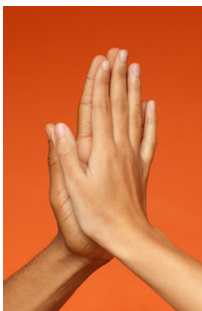
ROB SWETTE AND JOE LARUSSA

It is silly to do a retreat just because you think you should. Checking the box does not add value! When held as one among several means to reinforce strategic activity and organizational culture, the value grows. As the interview moves along the value of the Joe and Rob duo just keeps growing!

For Deeper Conversation

1. Take a moment to identify the most valuable team retreat you've ever participated in. What happened? What was happening in your organization at the time? How did that specific event benefit the organization overall?
2. Agree or disagree with Rob and Joe: organizational leaders should not be their own facilitators?
3. Joe and Rob also point to the need for someone to be monitoring the flow of content and an additional person to be monitoring the dynamics within the room. How have you done this in the past and what might you do to strengthen it for the future?
4. Take a moment and do a thought experiment: if you were to gather your senior team next month for a FULL day together, what would need to happen? How would you prepare and follow up in order to make learning stick?

Going Deeper Still



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