



First™

Building a Solid Foundation

ALIGNMENT

The purpose of First™ is to align your leadership team to each other and to the higher purpose of your organization. We believe that this alignment will amplify your effectiveness as a leadership team, unleash your fullest potential and galvanize your whole organization.

THE PROMISE

With a solid foundation, your Executive team will work better together, make smarter decisions and be better equipped to lead the organization.

PURPOSE

- **Strengthen relationships**
- **Create a shared team vision**
- **Generate operating values**
- **Clarify leader & team member expectations**

HOW WE DO IT

First™ will clarify your Executive team's purpose, establish operating agreements and address practical issues around meetings and workstyle preferences. It is carefully orchestrated to engage, focus and energize your Executive team. Key agenda elements include: visioning modules, relationship-building segments, leadership development and team initiatives.

We will help your team identify its purpose, create a collective vision and agree upon operating values in a manner that is enlivening and fun. After this retreat, your team will have poured a solid foundation upon which the company rests. Do First™ before anything else.

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EXECUTIVE RETREATS

FIRST™: Building a Solid Foundation

BENEFITS

- 1. BETTER RESULTS:** Executive teams who are strongly connected to the organization's higher purpose and who share a common vision are more likely to achieve it.
- 2. INCREASED TRUST:** As the team members come to know and care about each other as people, the team begins to trust each other - becoming more transparent and forthcoming.
- 3. SMARTER DECISION-MAKING:** Executive teams who like and respect one another consult each other more frequently and aren't afraid to challenge each other in a healthy manner.
- 4. GREATER IMPACT:** The organization will benefit from the positive ripple effects from the Executive Team's clarity and cohesiveness.

LENGTH

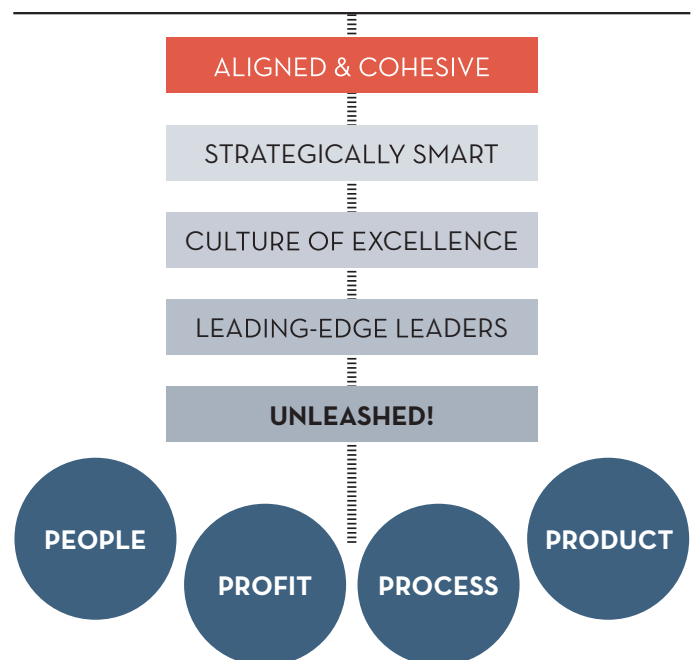
Retreat = 1.5 to 2.5 days. Follow-through sessions of 90 minutes to half-day.

RECOMMENDATIONS

- Schedule periodic Executive Team “keeping the momentum alive” mini-retreats throughout the year.
- Schedule Focus™: Creating Your Strategic Playbook, within 60 days of First™.

THE WAY TO WORLD-CLASS

HIGHER PURPOSE



“Who is on the team matters less than how team members interact, structure their work, and view their contributions.”

Google Research, 2015

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