

Accelerating Trust After an Acquisition

A Marriage Between Big & Established and Small & Entrepreneurial



Stryker Orthobiologics began working with DillonMarcus in 2012. It was an exciting time. Stryker had just acquired Orthobiologics, a company with a ground-breaking, game changing technology, built from the ground by a highly dedicated and really smart team of leaders. Stryker, a \$9 Billion dollar organization with a long history of growth needed to marry their strategy and culture with the entrepreneurial culture they inherited with Orthobiologics. Stryker sent in a very successful veteran leader to take the helm.

A Clear Vision

The senior leader knew that building trust and a collective vision were essential to the success of this new organization. He brought in Evan Marcus, co-founder of DillonMarcus Executive Retreats to help him facilitate the conversations and changes that would propel his team forward. They started off with comprehensive conversations about his vision for his leadership team and his new organization. From the get-go, trust was the foundation for implementing his strategy. As they designed his executive retreat, Evan suggested they focus on three core questions:

- **What is our purpose as a leadership team?**
- **What will be our operating agreements as a leadership team and with one another?**
- **And, what is our value to our customers -- internal and external.**

Another key ingredient was fun. This smart Stryker executive wanted his new team to have fun together on this journey. He knew some relaxed, getting-to-know-each-other 'down time' was an important piece of this experience.

Pre-Retreat Interviews

From here, DillonMarcus interviewed each of the leadership team members (a standard part of the retreat planning process). The purpose? To validate the goals that had been established established, to get a pulse on the organization and to gain the viewpoint from each of his leaders. **What did this team need now? What would this team need to be successful in the long-term? What were the goals and vision of each leader?** An added bonus of pre-retreat interviews is that it begins to build trust and understanding between the leaders on the team and DillonMarcus.

Accelerating Trust After an Acquisition

Based on the interview findings, DillonMarcus designed a leadership retreat to match the stated objectives. They spent 2½ days, at the picturesque Skytop Lodge in the Pocono Mountains of Pennsylvania. The experience was highly engaging, intimate and educational. They reviewed their vision and delved deeply into the three core retreat questions. They spent considerable time using DillonMarcus' core technology **Artifact™** getting to truly know one another on a whole new level. After participating in **Adventure Challenge™**, a series of DillonMarcus created team based initiatives, they strengthened rapport and trust. The experience was highly engaging, building intimacy and fostering collaboration. DillonMarcus built in time to relax, reflect and enjoy the beautiful surroundings at Skytop Lodge.



Stryker's executive retreat set their leadership team on a more solid foundation. They left as one team, feeling more connected and on a clear path. What's the value of that? That's a question you can answer for yourself.

About Stryker

Stryker is one of the world's leading medical technology companies dedicated to helping



healthcare professionals perform their jobs more efficiently while enhancing patient care. The company offers a diverse array of innovative medical technologies, including reconstructive, medical and surgical, and neurotechnology and spine products to help people lead more active and more satisfying lives. To learn more visit www.Stryker.com.

