

# CURVA

team offsite  
programmes

# why bring your team together for an offsite?

**COMING TOGETHER** as a group in a new environment away from the day-to-day can be an uplifting and catalysing experience. With thoughtful design and expert facilitation, your team will have the time and intensity of focus to achieve in one day what would otherwise take many months. Offsites (often called leadership retreats or away days) have the power to radically change your team dynamic and bring lasting results. The best offsites can:

- harness your team's collective wisdom to co-create ideas and solve problems
- generate a renewed sense of direction, purpose and alignment
- create a lasting step-change in energy when everyone returns to work

COVER: UNSPLASH/ANDRIK PODILNYK; PEPELS/VALERIA MILLER





## three offsites to support you on your team journey

**OUR THREE** facilitated offsite programmes will help you meet the three most common objectives for the key stages of your team's journey. Some teams benefit from attending all three over several months, while others might want to focus on one. We tailor each programme to meet your team's specific needs, and we can also design an offsite from scratch for more bespoke objectives.

### **Vision, mission and values**

**Determine your strategy and roadmap**

**Build a strong, high-performing team**

# how curve offsites deliver lasting value

## **You'll achieve the right balance of outputs and outcomes**

Often, leaders say they need an output like a mission statement or a new roadmap, but when we get into detailed briefing, they realise that outcomes are just as important; wanting their team to feel motivated by a shared ambition, for example, or to develop trust in each other, or foster a mindset that can unleash their true potential.

## **Our facilitation builds trust and connection on a deeper level**

Outcomes don't happen automatically over drinks in the bar or waiting for your turn on the climbing wall. Meaningful connection needs carefully designed facilitation. One offsite client said they could have gone to the pub every night for a year and never achieved the connection, closeness and trust they developed through one facilitated session.

PIXELS/COTTENBERG

**Curve believes that people and companies have the answers and solutions within them, and what Curve does well through its facilitation is help people tap into them.**

**SHANNA WENDT, VP COMMUNICATIONS,  
COCA-COLA EURO PACIFIC PARTNERS**



### **We make sure everyone feels included and heard**

Many people feel excluded from away days designed around physically challenging activities like driving or assault courses. The same goes for alcohol-based socialising. From icebreakers to evening events, we design every aspect of your offsite so that everyone feels comfortable to contribute, and excited to take away and embed what they create.

### **Our interactive sessions will transform your team**

Watching a presentation is rarely an optimum use of time, so should be done beforehand. Based on the outcome of your pre-workshop and interviews with both junior and senior stakeholders, we design sessions that accelerate your team towards their goals. The result is a transformational experience that has far-reaching results.

### **Our pre-workshop will optimise your offsite's impact**

To make sure your offsite creates maximum value on the day and afterwards, we facilitate a two-hour online pre-workshop where your team will:

- Set goals and objectives and determine the balance of outputs and outcomes
- Form a social contract to agree your ways of working
- Practise active listening and equal share of voice
- Start building trust with 'get to know you' exercises
- Build excitement and enthusiasm for the work ahead

# why choose external facilitation from curve?



## **If you're not facilitating, you can join in!**

We'll work closely with you to design an away day that gives you exactly what you need from the experience. On the day, you can leave the facilitation to us and participate fully as a team member.

## **We've developed our people-centred approach over many years**

We see the individual people in the team, not the roles. Rather than an employee or a client, you're first and foremost a person. Our focus is always on how people think and feel because these are what makes real change happen.

## **Our tried and tested techniques get great results**

We design your core offsite programmes from a toolkit of tried and tested exercises that we've used for every kind of team and every conceivable output. We work adaptively, adjusting exercises to align with your progress, dialling energy up or down, getting you moving around and being outside as much as possible.

## **You're in safe hands**

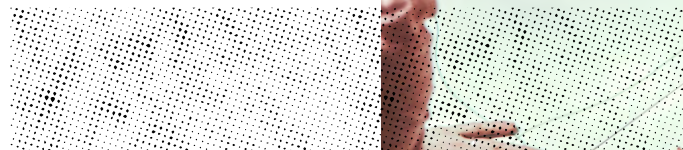
Less experienced facilitators can feel self-conscious running exercises for their own team - a bit like trying to be the entertainer at your kid's party! Our expert facilitators work with board-level leadership teams in organisations from startups to multinationals, and will guide you confidently to where you need to be.



**vision,  
mission  
and  
values  
offsite**

**WHETHER YOU'RE** a startup, a recently merged business or heading in a new direction, you need a clear vision, mission and set of values. Research shows that creating these together gives your team a stronger sense of purpose, a shared desire to succeed, and makes their work feel more meaningful.

If you already have a defined vision and mission, we can focus on creating the values that will help you bring them to life. The answers lie within your team already; it's our job to help you bring out the values you already have and own them.



**It was the perfect balance of fun and work and the result is a set of values the entire team is proud of**

**NIK SELMAN,  
FOUNDER OF FORMIDABLE**





## SAMPLE EXERCISES

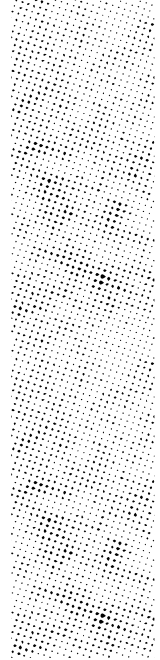
We'll design your Vision, Mission and Values offsite to reflect the themes that have emerged from stakeholder interviews and the pre-workshop. For example, if collaboration and belonging are important, we'll dial up these elements within the exercises so that you can experience what it really feels like to embody these values. Here are just some of the exercises we might choose to help you meet your goals.

### Cover Story

A powerful and energising exercise that helps you visualise the future by designing a magazine cover that describes your business in five years' time. This is especially helpful when creating a vision, as it avoids getting stuck by the limitations of language, freeing you to think in a more expansive and creative way before putting your vision into words.

### What's my why?

Creating values is meaningless unless the whole team goes back to work feeling they can live and breathe them every day. And to be meaningful, team values must be based on the personal values that individual members live by. We'll discuss how Steve Jobs tied his values to Apple's, before you work together to explore and safely share your own values.



### **Co-create values**

We'll play back stakeholder interviews and look at who your team is, what it does and what it stands for. We'll share values from well-known brands as inspiration and discuss how well they align (or not) with their values. Then we'll use generative games like Reverse Bingo to create an initial set of values to take forward and work on in further exercises.

### **Brainwalk to identify barriers**

Being on the move outside, side by side instead of face to face, helps you feel aligned and connected and able to explore ideas in a deeper way. You'll discuss why values can fail to stick and how to overcome these barriers, and present your findings to the group.

### **WHAT YOU'LL LEAVE WITH**

- An agreed set of values you can take away and hone using your own brand language
- Commitment and excitement from the whole team to embody your values
- Ideas for tangible ways you can bring these values to live and live them every day
- A whole new level of energy, trust and team cohesion
- A beautifully designed output document describing what you did and how you did it

A person is silhouetted against a twilight sky, standing in a field of tall grass. Their arms are raised in a gesture of triumph or freedom. The scene is captured in a long-exposure style, creating a soft, ethereal glow around the person. Large, white, sans-serif text is overlaid on the right side of the image.

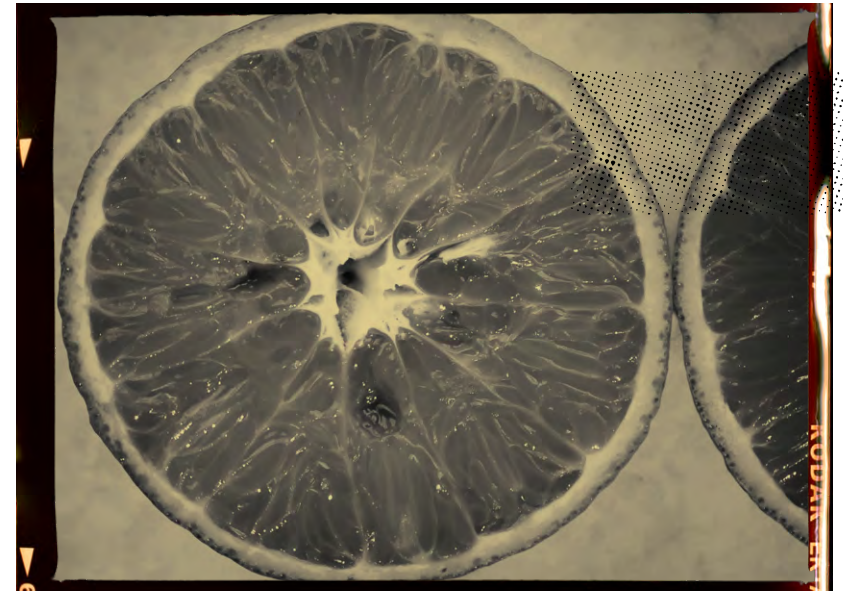
# strategy and roadmap offsite

**WHETHER YOU'RE** a multinational, an early stage start-up or a small business, you need to agree a strategy, the milestones you need to implement it, and the metrics to create accountability. A successful strategy determines what you won't do, as well as what you will. It defines how you'll progress towards your vision, and is the most obvious demonstration of your values to employees and external stakeholders.

Critically, your leadership team and board need to support your strategic direction, sign up confidently and creatively to the implications for their part of the organisation, and align on next steps and who does what. We'll draw on your past experiences, shared ambitions and current reality to help you define a strategic approach that will achieve the impact you need.

Curve's alchemy of expertise and empathy is really special. The Curve team skilfully created a new chapter for the agency's leadership that has set us up for future growth both as people and as a business.

CHRIS MCCAFFERTY  
GROUP CEO, MSL UK



### SAMPLE EXERCISES

We'll balance external stimuli, such as the economic or industry context, with internal insights, reflections on past performance and aspirations for the future. We'll design a range of exercises that speak to the individuals within the room, the dynamics of your leadership team (and Board, if appropriate) and your organisational purpose.

#### **Call the island to you**

Inspired by Chellie Spiller's Wayfinding Leadership approach, this exercise will enhance your strategic thinking and decision-making skills by challenging you to adopt a radically different leadership mindset. By reading the signs around you, you'll be able to work with ambiguity, explore alternative perspectives and collaborate to adapt your strategies in a changing environment.

#### **Control, influence, let go**

Drawing on Stephen R. Covey's concept of the "Circles of Influence" you'll develop the skills to effectively manage your strategy. You'll learn to differentiate between what you can control, what you can influence, and what you need to let go of. This will help you focus your energy and efforts more effectively and achieve your strategic goals as seamlessly as possible.

### What, so what, now what?

The team will analyse and reflect on a specific situation, issue, or challenge. By breaking it down into three distinct phases, you'll think about who's involved and what are the facts, what does it make us think and how might we respond, and finally, what will we do now. You'll develop critical thinking and collaboration, and develop actionable strategies.

### WHAT YOU'LL LEAVE WITH

- A strategic approach that clearly sets out what you will do, and what you won't
- Agreement on your meaningful milestones and metrics that matter
- Alignment around roles and responsibilities for implementing the strategy
- Shared ownership of this direction and commitment from the leadership team to pursue this path
- Positive energy, greater trust and willingness to collaborate in order to achieve the change
- A beautifully designed output document showing what you did and how you did it

A high-angle, black and white photograph of a massive crowd of people, seen from behind. The crowd is dense and fills the entire frame, extending far into the distance. The perspective is from the back of the crowd, looking forward. The text 'building and strengthening teams offsite' is overlaid in large, white, sans-serif font on the right side of the image.

**building  
and  
strengthening  
teams  
offsite**

**STRONG, CONNECTED** teams with a shared sense of purpose are essential for your business to succeed. Some teams have a clear strategy and roadmap but lack a framework for how they want to work together along the way. Others feel they're not harnessing their potential to achieve great things together, or that the team dynamics are broken in some way.

Workplace routines and hierarchies can often lead to people getting stuck in negative patterns of behaviour and communication. Taking team members out of their day to day and into a stimulating new environment means you can leave these constraints behind. With our expert facilitation, your team will experience a real step change in the way they think, feel and behave, that continues when they return to work.







**Curve were excellent moderators and put on an exceptional off-site that consistently highlighted the agreed development areas.**

**GRANT AARONS  
FOUNDER, FABRICNANO**

## **SAMPLE EXERCISES**

In business there's still a prevailing notion that emotions and work must be kept separate. The reality is that emotions drive everything we do, and to deny their role is to close down the possibility of growth and change. Instead of overstacking the agenda with content, we'll design exercises specifically for your team to build new levels of trust and empathy, leaving an uplifting and lasting impact on every person in the room.

We'll create an environment that feels safe where, with skillful facilitation, everyone feels comfortable to share on a deeper level. People tell us they've learned more about their colleagues over the course of one exercise than in the years they've worked together. This leads to a radical shift in the way people think and feel about their work, and a corresponding improvement in team performance.

### **Developing a growth mindset**

A growth mindset believes you can develop your skills and talents through work, and that failures are steps to greatness. A fixed mindset believes 'I can't draw' or 'I'm no good at public speaking.' Where you are on the scale affects how you lead and learn. We'll identify areas for growth and co-create a plan to realise your goals using the Growth Mindset model.

### **Troika consulting**

Following the principles of an established coaching framework, every person will receive a short coaching session from two of their peers. This exercise reveals just how much untapped potential there is in your team, that everyone has the ability to help someone else, and that in a short space of time, it's possible to solve 80% of a problem.

### **Stinky fish**

The stinky fish is a metaphor for the issues that are more difficult to talk about. These anxieties usually exist in the form of fears rather than tangible things, but they form real barriers to team progress. The longer you leave them festering, the more rancid they become! In an atmosphere of trust, you can air your concerns in the open and get rid of the smell.


### **Constellations**

This team coaching exercise uses people and objects to represent the dynamics in a group, and unblocks or reimagines 'broken' dynamics by rearranging them. For example, it can show how, if two team members are especially close, others can struggle to build relationships with them. You'll often uncover 'aha' moments that reveal why your team is stuck.

### **WHAT YOU'LL LEAVE WITH**

- An engaged, motivated and resilient team that's ready to take on new challenges
- A new sense of support and encouragement, leading to individual and collective growth
- Greater creativity and innovative thinking for coming up with new ideas and solutions
- Supercharged communication, collaboration and feedback skills
- A beautifully designed output document showing what you did and how you did it





**Curve is a leadership development organisation. Through facilitation and coaching, we empower leaders to develop the skillsets and mindsets to create the change they need, and build more humane and sustainable organisations.**

CURVE



CURVE.CC  
HELLO@CURVE.CC

