



**The Consulting Team, LLC**  
Facilitating Positive Change

**650-464-6024**

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## Leadership Tips Aug-Sept 2023: **3-Hour Team Building Retreats**

### Timely Alternatives to Overnight Offsite Retreats

### **Message from Dr. Marilyn Manning**



Hi Friends,

In a rapidly changing world, where virtual walls have replaced office corridors and uncertainty abounds, it's easy for teams to feel isolated and disconnected. This disconnect can hinder collaboration, stifle innovation, and impact overall team morale. Now, more than ever, fostering team spirit and building strong, lasting relationships is paramount.

At The Consulting Team, we've been working closely with our clients to rejuvenate their teams, and the results have been nothing short of remarkable. We believe that team building should be tailored to your unique needs because one size doesn't fit all.

While a full-day retreat offers ample time for growth and bonding, we're here to tell you that you can achieve remarkable results in just 3 hours. All it takes is some thoughtful planning and a dash of refreshments. It's time to consider scheduling your team's next breakthrough moment.

Ready to take the next step? Our facilitators are eager to partner with you to create an unforgettable team building experience.

We wish you the best,

Marilyn Manning, Ph.D.  
Owner, The Consulting Team  
(650) 464-6024

P.S. Please register to join us on Friday, September 22 at noon for our next



Stewart



Nina



Victoria



Dr. Marilyn



Naushad



Melissa



Kathy



Craig



## Strengthen Your Team in Just 3 Hours

### **Elevate Your Team Building**

Team building, like trust and relationships, is a continuous process. The past few years have tested teams in unprecedented ways, with remote work and high turnover rates disrupting the natural flow of collaboration and camaraderie. As we step into 2023, organizations are reevaluating their team dynamics and the need for targeted off-site events, some as long as two or three days and some as short as 3 hours.

Half-day and one-day offsite team building events are more cost-effective and won't disrupt your daily operations. They provide the perfect opportunity to reinvigorate your team's spirit.

## The Power of Team Building

Imagine a high-performing team. What makes it tick? It's the Cs: communication, coordination, collaboration, conflict resolution, camaraderie, culture, community, and continuity. These are the building blocks of success, and they all stem from effective team building. It's not just an event; it's a mindset, an ongoing commitment to unity, and a focus on "we" instead of "me."

Whether your team is stable or in transition, you can accelerate your journey by hosting a well-planned team building event.

## Planning Your Offsite Team Building Event

Successful team building begins with meticulous planning:

- **Select Your Facilitator:** Choose the right guide to lead your team towards its goals.
- **Pick a Date:** Schedule the event for maximum attendance.
- **Choose the Perfect Venue:** Find a unique, distraction-free location to fuel creativity and focus.
- **Craft a Meaningful Theme:** Align the event with your organization's values or current objectives.
- **Build Your Agenda:** Mix engaging content with breaks, ice-breakers, and informal bonding moments.
- **Shared Leadership:** Encourage different team members to take the lead in various aspects.
- **Highlight Success:** Celebrate recent achievements and excellence.

## A Pair of Success Stories:

### *A Hi-Tech Team Building*

We worked with a prominent Bay Area Hi-Tech company, where pre-event DiSC assessments helped the managers understand their communication styles better. The results? Improved communication, deeper bonds, and increased trust, all delivered in just half a day in fun and creative ways.

### *2-Day Team Building Retreat*

For a Bay Area police department, we facilitated a 2-day retreat that transformed their team. Prior to the retreat, we conducted focus groups with city residents and department staff. Using this information to feed discussions led to a cohesive mission statement, core values, a 5-year vision, and strategic initiatives. The outcomes were undeniable: strengthened bonds and

a new strategic plan.

## Plan Ahead

With your goals in mind, design activities that celebrate your team's uniqueness. Form a planning committee, secure a date and venue, and start the journey toward a more cohesive and motivated team.

*"If you want to go fast, go alone.  
If you want to go far, go together."  
– African Proverb*

## Pre-Event Staging Suggestions

Before you dive into team building, consider:

- Identifying areas where teams or departments could collaborate more effectively.
- Addressing any past breakdowns in customer service, communication, or coordination.
- Reviewing feedback, surveys, and complaints to identify shortfalls in teamwork.
- Assessing external factors potentially affecting teamwork, such as industry trends or regulations.

Now, what are the top three outcomes you want from your team building event?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

*Ready to take the next step? Our facilitators are eager to partner with you to create an unforgettable team building experience. Reach out anytime.*

## COACHING

We offer coaching for managers, executives and individuals, including one-to-one career development and success coaching for executive team members and mid-managers.





In Person: Initial intake session



Virtual coaching sessions

**Areas of focus** include may setting and achieving professional development objectives, clarifying goals, gaining self-awareness, inclusive and empowering leadership, operational planning, team effectiveness, collaborative emotional intelligence, and communication skill building. [Learn more here.](#)

Register for our next complimentary 30-minute webinar on Friday, September 22 at Noon Pacific

## Using Emotional Intelligence to Manage Conflict



*Facilitated by Senior Associate Kathye Citron*

Attend this upcoming webinar to find out about:

- Tools for managing difficult people
- Resolving conflict with confidence
- Controlling your emotions during conflict

**Friday, September 22, 2023  
12:00-12:30 PM Pacific**

Confirm your seat and receive log-in details  
when you register using the button below.

Register for this free 30-min. coming up Friday, Sept. 22 at Noon Pacific

*Accelerate Your Development with Coaching*

Are you ready to avail yourself of our  
*Assessment and Coaching Services*  
*visit our website's Coaching page*  
*or call Dr. Manning at 650-464-6024*

Free  
30-min.  
Coaching

Schedule a  
complimentary  
30-minute 1:1 coaching session with  
one of our senior associate coaches.

[Request A Session Here](#)

## Our Team of Trainers, Facilitators, and Coaches



[Dr. Marilyn Manning CEO](#)



[Victoria Smith-Raymond](#)



[Nina Morris Collins J.D.](#)



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Naushad Godrej



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*Contact The Consulting Team to learn more about our  
online [training, group and one-to-one virtual coaching](#),  
and [consulting](#) for leaders and employees.*

**The Consulting Team**  
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