



5 steps to impactful offsites

Done right, offsites can give leaders and teams opportunities to connect, collaborate, and create momentum for the work ahead. But how can you make sure it's going to be worth the time, effort, and money? By being intentional in how you plan the experience and prepare your team.

To maximize the results and impact from your team gatherings:

- 1 Connect as humans first**
Start your offsite with a social dinner, fun event, or team check-in. Feeling more connected creates the trust needed to have real, candid conversations.
- 2 Declare your “Know. Feel. Do.”**
At the end of the offsite, what do you want the team to know, feel, and be able to do? Naming the results you want to accomplish allows you to maximize time together.
- 3 Focus on outcomes, not topics**
Articulate the outcomes you need each part of the offsite to achieve. Organizing around outcomes helps you choose, sequence, and lead the most powerful team conversations.
- 4 Prewire participants**
Name the session. Hype the event. Provide robust prework. Engaging participants before the offsite helps build excitement and prepare them to show up at their best.
- 5 Design the space**
Theater seating or round tables? What elements will set the right tone? Thoughtfully designing your space signals how the team should engage as they work to achieve collective results.



Tournesol is a leadership consulting firm. We partner with CEOs, senior leaders, and their teams to drive transformational results and impact in significant moments of change using our unique, proven Lead Brighter® Leadership System.®

If you're looking to design and deliver offsites, retreats, and engaging gatherings, we can bring your team together to:

- + Set a new vision and direction for your shared future
- + Co-create and align behind strategic or annual plans
- + Inspire and prepare them to accelerate against your goals
- + Assess progress against plans and Learn & Adjust™ as you go to stay on track
- + Deepen their connection, trust, and ability to lead and team together, and more

Connect with us at hello@leadbrighter.com

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