

The quarterly offsite cadence

A cadence of offsites, four times a year.

A quarterly two-day offsite that keeps your leadership team aligned, your strategy alive, and your progress deliberate. Strategy and team development, combined, four times a year. My flagship offer, and the one that gets the best results.



WHY A CADENCE

One offsite a year fades by *spring*.

The market shifts, the plan slips, and alignment quietly decays. A quarterly rhythm keeps the team, the strategy, and the progress deliberate all year.

A team that acts as one

It meets to realign every quarter, while any drift is still small enough to correct.

A strategy that stays alive

Revisited every quarter, so it keeps pace with the market and stays relevant.

Progress that is deliberate

Space to step back, decide what to stop, and recommit to what matters.

THE TEAM CADENCE MODEL

Different rhythms for *different work*.

The quarterly offsite sits inside a wider rhythm, from the long-horizon vision to the light-touch support between sessions.

Every 5 to 10 years **Vision.** Vision setting. Two to three days to define the long-horizon vision and values.

Every 3 years **Strategy.** Strategy setting. Two days for the full strategy creation process.

Every quarter **Cadence.** The quarterly offsite. Two days, combining a strategy review and team dynamics.

Between sessions **Support.** Check-ins and coaching. Light-touch support as the context shifts.

INSIDE THE OFFSITE

Two days, two halves that *work together*.

The strategy review

An honest read on the quarter and the market, objectives and results against target, a deliberate re-prioritisation for the next ninety days, including what to stop.

The team dynamics

Building trust and surfacing the tensions that have built up, honest peer feedback handled safely, a look at decision rights and friction, and a reconnection to shared purpose.

The pattern is simple, and it compounds. Step back, realign, recommit, deliver. Four times a year, the team gets sharper and stronger.

A different team within *a year.*

"James created a space where open, honest dialogue could flourish, and because of that we are now operating with greater unity, purpose, and collaboration."

Steve Williamson, CEO, Global Inkjet Systems

Who it is for

Leadership and senior teams of roughly six to twelve, where there is real development to do and the power to make decisions.

How to start

Most begin with a single offsite to see how the work lands. From there the quarterly cadence becomes the natural way, with no long contract to sign first.

ABOUT JAMES

The same person, *every session.*

I'm James Allen, founder of Creative Huddle. For fifteen years I have facilitated leadership, strategy, and change with more than 200 senior teams, from global brands to century-old charities. I work as a facilitator, coach, and author, and I am writing a book on how teams get on the same page.

I design your programme and deliver every session myself. The cohort works with one person from the first conversation to the final review, which is a large part of why clients ask me back for the next cohort.



IN DELIVERY MODE



WITH A LEADERSHIP CLIENT IN CAMBRIDGE

READY TO START

Book the *first one.*

Start with a single two-day offsite. See how it lands, then let the quarterly rhythm build from there.

James Allen james@creativehuddle.co.uk creativehuddle.co.uk