

# CASE STUDY

## Enhancing Team Cohesion. Bespoke Retreats and Offsites.

### OPPORTUNITY

The company faced considerable team cohesion and communication challenges as a rapidly growing technology firm. With teams spread across different continents and time zones, aligning them with the new strategic goals was essential to foster a unified corporate culture.

### SOLUTION

The company engaged our services to design and contribute to bespoke retreats and offsites to address these challenges. These events were meticulously planned, including alignment workshops, leadership development and team building activities tailored to the company's needs.

### RESULTS

- **Improved Communication:** Workshops facilitated an understanding of diverse communication styles and equipped teams to navigate conflicts more effectively.
- **Enhanced Team Cohesion:** Team-building exercises fostered a sense of unity and trust.
- **Increased Employee Satisfaction:** Personal development sessions resulted in a 15% increase in engagement. Participants expressed appreciation for the company's investment in personal growth, which heightened job satisfaction.
- **Stronger Company Culture:** The retreat reinforced the company's values and culture, which fostered greater engagement and loyalty.

### CONCLUSION

The retreats addressed the immediate challenges of team cohesion and communication and laid the groundwork for a more unified and engaged workforce. The results of these efforts were remarkable: achieving above-average benchmarks in team engagement and job satisfaction. Furthermore, cultivating an innovative culture led to the development of highly sought-after products, enabling the company to secure prestigious clients.

### AT A GLANCE

#### Challenges

- New Mission
- New Products
- Team Cohesion

#### Tailored Activities

- Alignment Workshops
- Customized Leadership Development Sessions
- Team Building Exercises
- One-on-One Leadership Coaching Sessions

#### Tangible Results

- Engagement: 15% up
- Job Satisfaction: 10% up
- Org. Culture: 27% up



We've been in the trenches, led teams, and driven turnarounds. Over the past decades, we worked for Fortune 500 companies, start ups and everything in between.

With formal training and expertise in governance, corporate finance, risk management, behavioral science, and neuroscience. We lead transformations with measurable results for people and businesses.

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