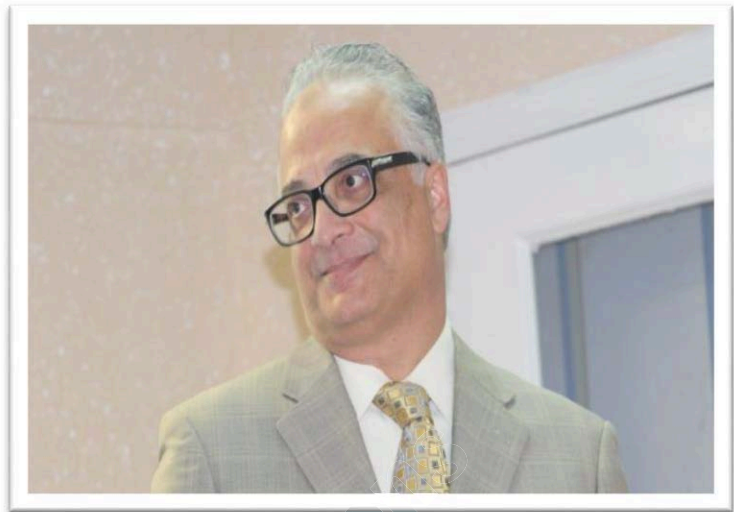


# Retreat Strategy

Officials of International bank approached MN Learning Solutions (MNLS) for developing and presenting Retreat program for top management. After couple of long meetings it became obvious that, officials focused on team building approach with fun. I experienced, not knowing proper purpose of retreat always ends up couple of days paid vacation with fun.

Ropes courses, Paint the Object and other all sorts of methods are available to help you build trust among members of your team. Some have been

dismissed as unnecessary at the best and detrimental at worst. But experts say there can be value in organizational getaway.



The right retreat has a strategic purpose that helps relationships get stronger and helps people use their brains in a new way. Retreat needs to be part of an overall effort. It is a mistake to assume that you can go away for a couple of days and build trust. Retreat expert recommends searching out retreats that focus on cooperative goal rather than a competitive one.

I suggest "DRAGON BOAT RACING" and "WILDERNESS RETREATS" activities that won't let trust fall.

DRAGON BOAT RACING trains teams of 20 people to paddle a boat in unison. "Trust is inherent to dragon boat racing, because no matter where you are in the boat, you have to trust that everybody else is playing their part to make that boat move". Also coach must encourage all team members to communicate when they feel something is off. Teams that work together learn to play to their strengths.

WILDERNESS RETREATS. Leave rooms behind with one of ROW adventures like horseback-riding or fly-fishing trips. "All the social norms are stripped away and everyone is wearing common clothing, and that can make it so everyone is pushing their limits in one way or another, but in a safe environment. Everyone shared bathrooms and common areas, so staffers learn to coexist, rather than "disappear to the cave" of private hotel room. Teamwork and its importance can't get any simpler to understand.

MN Learning Solutions (MNLS) can help organizing retreat programs for employees according to the needs of organization. Please forward your query.