

Effective Offsites

Design aligned with offsite goals

“No individual can win a game by himself.” – Pele

Offsites pose tremendous opportunities for teams to connect, collaborate, align, and design a path to reach goals. Whether the offsite is intended to engage the team in fun activities to surface similar interests and other commonalities or to develop a five-year organizational strategy, thoughtful planning is critical to ensure the time is well-spent. Offsite facilitation requires pivoting to ensure participants are engaged and learning, goals are met, and a foundation is set for future progress.

Offsite Design Process

A three-phased approach is followed to plan an effective offsite customized to the organization and team.

- Discover:** Gather adequate information to determine the offsite goals and agenda – intake discussion, relevant organization background and materials review, participant interviews
- Collaborate:** Synthesize discovery findings; suggest, discuss, and finalize offsite goals and agenda
- Act:** Offsite facilitation and follow-up report with next steps for consideration

Offsite Goal Considerations

Michelle Kempskie Consulting’s contribution can range from facilitating a multi-day offsite to a two-hour focused workshop. All sessions encourage active participation and dialogue and include experiential learning activities.

Full Day Themes	Half Day	Two Hours
<ul style="list-style-type: none"> ▪ Get-to-know and team culture alignment ▪ Strategic attribute discovery and SWOT analysis ▪ Project planning and role clarity alignment ▪ Leadership and team management training ▪ Sales, implementation, or service design and training <p>Any half-day or two-hour session can be incorporated</p>	<ul style="list-style-type: none"> ▪ Team culture alignment ▪ Strategic attribute discovery ▪ SWOT analysis ▪ Role clarity ▪ Topic-focused workshops engaging assessment tools: <ul style="list-style-type: none"> - Team effectiveness - Emotional intelligence - Communication skills - Psychological safety <p>Any two-hour session can be incorporated</p>	<ul style="list-style-type: none"> ▪ Get-to-know each other ▪ Kick-off facilitation ▪ Offsite intention setting ▪ Team norm alignment ▪ Topic-focused workshops: <ul style="list-style-type: none"> - Active listening - Communication skills - Emotional intelligence - Leadership skills - Providing feedback <p>Sessions can be custom designed upon request</p>

About Michelle

Michelle’s passion is partnering with teams to achieve sustainable change by discovering root causes. She is a strategic partner with over 25 years of experience working with organizations of all sizes and disciplines. Michelle has expertise in maximizing team performance, leadership coaching, facilitation, strategic planning, and issue assessment and resolution. Michelle’s operational and revenue-generating success informs her hands-on approach. At the core of Michelle’s achievements is aligning strategy with structure, people, and processes. Michelle holds a master’s degree in organizational psychology and a BS in finance.