



Creating Community LLC in Partnership with APRA The APRA Outreach Tour

Team Retreat: Building Your Team Towards Their Collective Purpose

Time: 5 to 6-hour training (not including time for breakfast and/or lunch)

Date Range: November 30, December 1, 2, 5, 6, 7, 8, or 9 (*will work with Annie to choose a date as organizations register*)

Deadline to Register: September 26th

Cost: \$2250

Number of People: Up to 36 employees (can be from one agency or more than one agency can combine forces to offer a training to their employees, i.e. 3 agencies could each invite up to 12 employees and pay \$750 each).

**For additional team members, please reach out to Annie to discuss pricing options*

SHORT DESCRIPTION OF RETREAT

**Please note, all the interactive activities/strategies are not described, please advise if you need more detail.*

Creating Community LLC will guide your employees through the FIVE FUNCTIONS of a team (see below). Session is highly interactive and brings a team together through meaningful strategies to build trust, engage in healthy discussions, reignite each person's commitment to the organization, and align by discussing strengths and areas of improvement of team members – all in hopes of reaching results for your organization.

- **BUILD TRUST:** Members of your team trust one another on a fundamental, emotional level, and they are comfortable being vulnerable with each other about their weaknesses, mistakes, fears, and behaviors.
- **ENGAGE IN HEALTHY DISCUSSIONS/DEBATES:** Your team is not afraid to engage in passionate dialogue around issues and decisions that are key to the organization's success. They respect each other's values and can disagree with, challenge, and question one another, all in the spirit of finding the best answers, discovering the truth, and making great decisions.
- **COMMITMENT:** There is a mutual responsibility for the group and the people they serve. Team members share their perspective on how their role serves the mission of the organization.
- **CREATE ALIGNMENT:** Coordinated work within the group. Team members identify their own strengths and areas of improvement and how to best develop the team around their identified professional competencies.
- **FOCUS ON RESULTS:** Teams that trust one another, engage in healthy conversations, commit to the organization and each other, and take time to create alignment reach results. They take time to clearly define what they need to reach optimal results.

***All travel is covered by Annie
Retreat price is normally \$3000 plus travel***