

Retreat Forward

Many nonprofits hold periodic retreats for staff and/or their Board of Directors. They are as short as half a day and as long as 2-3 days at an off-site location. In any event, they are typically designed to step back from the firing line and provide an opportunity to rejuvenate. They are seen as good medicine for burnout and for the process of connection with other staff or Board members. They are a time to decompress and reflect.

This works well for people seeking respite. It is not helpful for those seeking joy in higher accomplishment for those served. If you have a group of highly capable persons with a strong desire to do better, consider this Results 1st product. It focusses on designing one or more prototypes of short-term projects to test a new approach to achieve more results in a period of three months or less. The prototypes are focused on activating the organization's priorities. Each project is guided by targets and animated by a human sparkplug. Our premise is that more energy and regeneration is created by being in motion than in standing still.

The Results 1st approach involves:

1. Advance interviews with all attending with a focus on what stands in the way of high achievement and the motivation to go for it. Responses guide workshop design.
2. Preparation by all participants: think of something the organization could do differently to achieve a higher level. Select a cross section of "go first" staff or Board members to be prepared to share a prototype idea.
3. Retreat guidance. We offer not only facilitation skills but lots of tools and concepts for approaching innovation, change, and personal and organizational renewal. We equip groups to finalize and launch prototypes. The retreat ends with commitments to act.
4. Include direct-service staff who in turn support prototypes and sparkplugs for up to a three-month period. We get to the ground to see details and obstacles as well as opportunities with each prototype.
5. Optional follow-up session. This is for everyone who has led or participated in a prototype that got to its finish line. It does not matter if the approach worked or did not. The only outcome that yields nothing is a fizzle.
6. Consult with nonprofit leadership on how to build on the energy and drive generated.

We would be pleased to explore a design for your next retreat.

RESULTS



For more information about this or any of our products or to schedule a consultation, visit Results1st.org, email info@results1st.org, or call [941-479-2714](tel:941-479-2714).