FREE PACK · INSIGHTS

Senior team away-day planner

Design backwards from the impact: knowing, doing, feeling. Then interview, plan the flow and follow through.

1. The impact we want

By the end of the day, the team will be...

Knowing
Shared purpose, my part in it, what we do well, our desired reputation, the realities we work within

Doing
Working better together, stepping up, "given this constraint, what we need to do is..."

Feeling
Proud, clearer, connected, trusted to take ownership

2. Interview beforehand (20–30 minutes each)

1. What is our strategic focus for the next 12 to 18 months?
2. What are the four to six critical success factors for achieving it?
3. What are the strengths of the team and organisation today?
4. What could hinder success, internally and externally?
5. What have been the main changes in the last 12 months, inside and in the market?
6. What would make the day worthwhile for you, and what must not happen?

Themes from the interviews

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3. The flow

Time	Session	Question we will answer	Method	Output

4. Facilitation checklist

- Interviews done; expectations and resistance known
- Leader opens and closes, but does not chair
- Ground rules agreed; an issues log on the wall
- Facilitator stays neutral: process, not content
- Everyone writes before anyone speaks
- Disruption handled without hostility
- Each session briefed and debriefed
- Logistics checked the day before

5. Within a week

Write-up of agreements, owners and dates

First check-in date

And how the agreed behaviours will be reviewed

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Does any of this sound familiar?

The organisations we work with rarely come to us asking for a survey. They come with something that is costing them money, time or people. These are the ones we hear most often.

MAKING MONEY

"We hire well on paper and still get it wrong in the role."
Personality, leadership and competency assessment matched to the job, so interviews test what matters and offers go to people who will perform. (FindingPotential)

"Our best people leave and we only find out why afterwards."
Exit intelligence in the leaver's final weeks: what was avoidable, who would come back, and what to change first. (LastOpinion)

"Leaders get feedback once a year and nothing changes."
Forward-looking 360 feedback that lands as development rather than judgement, with the actions built in. (FeedForward)

SAVING MONEY

"Too many new starters are gone inside a year."
New-starter surveys at the points the first-year leak opens, so you act at three months instead of reading about it at exit. (OnBoarder)

"References take weeks and tell us nothing."
Automated referencing with questions that predict, most returned within 48 hours. (ReferenceExpert)

"We run an engagement survey and the results sit in a drawer."
Engagement reporting down to team level in plain English, with the three moves each team's own people chose. (WinningFormula)

SOLVING PROBLEMS

"The board wants evidence on culture, conduct and speaking up."
A confidential always-on channel and a harassment-prevention audit that give you the evidence before a regulator asks for it. (SafeSpace)

"We publish an inclusion statement and cannot show whether it is true."
Inclusion measured at every stage from hire to exit, so you can see where the experience differs and act on it. (ED&I)

"We have the data and cannot turn it into a decision."
Twenty years of UK benchmark data and analysts who turn results into a board paper, not a dashboard. (Workforce intelligence)

Who we are

great{with}talent is a UK workforce-intelligence consultancy, founded in 2003. We help organisations hire better, keep people longer, improve leadership, strengthen inclusion and reduce workplace risk, with a connected set of tools that turn employee data into clear, fast action across the whole employee lifecycle. Independent, GDPR-compliant and Cyber Essentials certified, hosted on Microsoft Azure.

Not on the list? It will not always be. If you are working on something you think we might be able to help with, drop us a note describing what you are trying to do and we will come back to you.

On the list or not, let's talk.

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