

# 7 mistakes to avoid at your leadership RETREAT

**1** **Using an internal facilitator**  
When the CEO (or another leader) acts as the facilitator, they take themselves out of the group.

**2** **Canned presentations**  
Training that your external facilitator delivers should be completely customized to your specific needs and goals.

**3** **Post-lunch sluggishness time vortex**  
After everyone eats... their energy drops. Your after-lunch agenda should lead with activities that wake them up.

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*When it comes to ROI, we know how to create a retreat experience that creates lasting impact on your business trajectory. Reach out to see how we can help.*



*Randall Craig*

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[2 Pager]

[The Retreat Expectations Gap:  
What teams ask for vs what they need](#)  
[1 Page tipsheet]

[Defining a leadership retreat's objectives](#)  
[1 Page tipsheet]

**4** **No controls on screens**  
Swap laptops and phones for paper and pens.  
This increases focus and participation ten-fold.

**5** **Facilitator is unknown to attendees**  
Build rapport and trust with the facilitator before the retreat; The learning will stick when it's from someone who has built trust.

**6** **Psychological safety mishaps**  
Set rules: no judgments, no criticism.  
Everyone has to practice their thoughtful face and welcome new ideas!

**7** **No firm commitments**  
The retreat offered a level of insight and inspiration... but no lasting change. Build in accountability and commitments post-retreat.

LET'S DELIVER A GREAT RETREAT!

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