

WYLD LEADERSHIP

Middleburg Corporate Offsite Facilitation Packages | 2023



THE INTENTION OF A GREAT OFFSITE

To facilitate universal engagement and the development of “sticky” insights that lead to clear, crucial action steps and lasting positive change.

HOW WYLD CAN SUPPORT YOUR TEAM

We design and facilitate *custom* curriculum that is tailored to your unique needs.

We run events of all sizes, topics, and durations - below are the most commonly requested packages.

1/2 DAY

Event duration: 3-4 hours

Price starts at: \$6,000*

**Up to 10 people on your team*

***Not inclusive of travel expenses*

1 FULL DAY

Event duration: 6-7 hours

Price starts at: \$10,500*

**Up to 10 people on your team*

***Not inclusive of travel expenses*

2 FULL DAYS

Event duration: two 6-7 hr days

Price starts at: \$19,000*

**Up to 10 people on your team*

***Not inclusive of travel expenses*

We always recommend adding on a pre-event 1-on-1 coaching call in order to give every participant a chance to weigh in on our personalized approach and get a head start on the learning topic.

The result? Leaders arrive in full trust of WYLD and primed to dive right in.

Post-event coaching is an effective way to lock in the learning and ensure individual accountability.

**Our 60-minute coaching rate
starts at: \$200 per call**

We also offer virtual support starting at \$600 per 60-minute call: to coach your leaders on their facilitation style and act as a sounding board on your curriculum design and overall experience.

OUR EXPERIENTIAL LEARNING APPROACH

No matter the topic, we design experiences that are **engaging, fun, memorable, and results-driven**. Even our more “left brain” oriented development tools are explored by using the five senses.

We get the typical reality of an executive and their **leadership team**. We strive to provide support that not only addresses your immediate needs, but offers a welcome opportunity to step into a bigger picture thinking mentality with renewed energy. You carry a lot - let us do the heavy lifting for you.

What does our experiential learning look like?

- Taking a musical tour of the brain - feeling your survival response live and strategizing recoveries.
- Stepping into an arena with a horse to watch your team dynamics at play and find better ways of working together.
- Seeing your innate Strengths come to life by crafting a cocktail or arranging a floral bouquet and becoming a better teacher of your contributions.



SAMPLE TOPICS

LED BY OUR WYLD GUIDES AND SAGES WHO HOLD A RANGE OF EXPERTISE

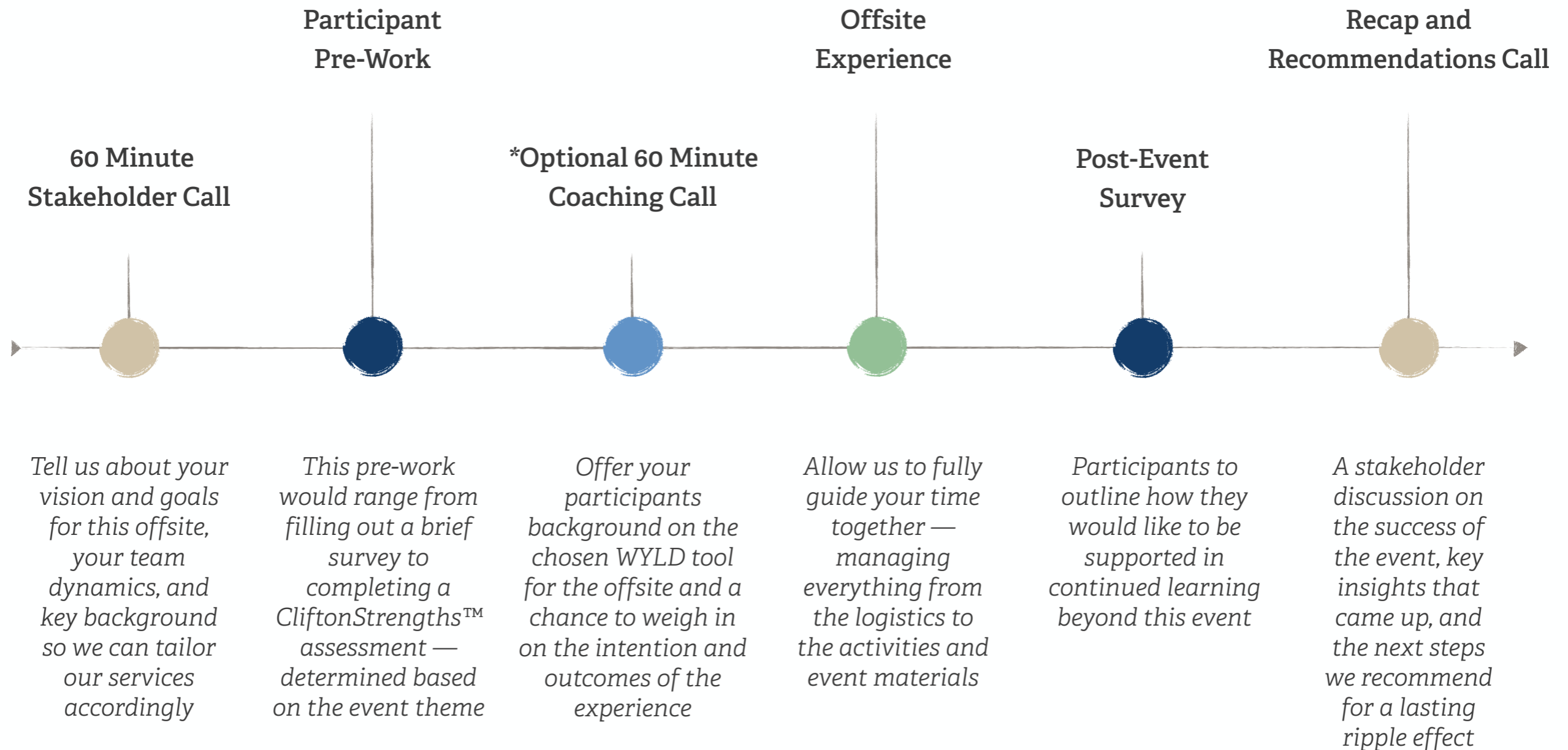
All themes to be adjusted according to your goals, team dynamics, time frame, offsite activities surrounding your WYLD event, etc.

A few of our core offerings:

- **CliftonStrengths™** — individual + team talent enhancement for improved collaboration, engagement, and well-being
- **Performance + resilience** — the science of stress, recovery, and optimizing your energy and impact at work
- **Feedback principles** — the power of personalized recognition, leaning into constructive commentary, and preparing to give and receive holistic feedback
- **Q12 drivers of engagement** — the most predictive employee motivators and how to set others up for success
- **Diversity, inclusion and belonging** — a safe space for meaningful discussion and clear action around welcoming, giving voice to, and offering a sense of belonging for diverse perspectives
- **The five dysfunctions of a team** — an outline of the five key barriers to a team's success and what to do when they arise



OUR TYPICAL PROCESS



A CLOSER LOOK AT A CORE WYLD TOPIC





THE INTENTION OF CLIFTONSTRENGTHS™

CliftonStrengths™ (“Strengths”) is a **behavioral assessment tool** developed by one of the leading thinkers in the world of positive psychology: **Don Clifton**. It is **based on 40+ years research** on what success looked like in individuals across a wide spectrum of professions.

It takes about 30 minutes to complete online. The result? **Your top talents that automatically kick in no matter the environment or situation.**

We use it to help you and your team develop a **language to name, claim, tame, and aim your talents**. We also help you understand **what doesn't come as naturally** — areas that may be impacting **your team's energy level, productivity, efficiency, and well-being**.

STRENGTHS: A PROVEN TOOL FOR DEVELOPMENT

Over 90% of Fortune500 companies use CliftonStrengths. The impact:

- 10-19% increase in sales
- 14-29% increase in profit
- 3-7% higher customer engagement
- 20-72% lower turnover
- 7-23% increase in engaged employees

People who know and use their strengths are:

- 7.8% more productive in their role
- 3x as likely to have an excellent quality of life
- 6x as likely to do what they do best daily

- Gallup

“The great organization must not only accommodate the fact that each employee is different, it must capitalize on these differences. It must watch for clues to each employee's natural talents and then position and develop each employee so that his or her talents are transformed into bona fide strengths. By changing the way it selects, measures, develops, and channels the careers of its people, **this revolutionary organization must build its entire enterprise around the strengths of each person.**”

- Don Clifton

WYLD'S APPROACH TO STRENGTHS

This is intensive and personalized leadership training that takes an inside-out approach. Each participant will discover, develop, and strategize how to best utilize their strengths for everyday performance, well-being, and engagement.

We leverage each employee's CliftonStrengths™ profile to name, claim, tame, and aim their talents:

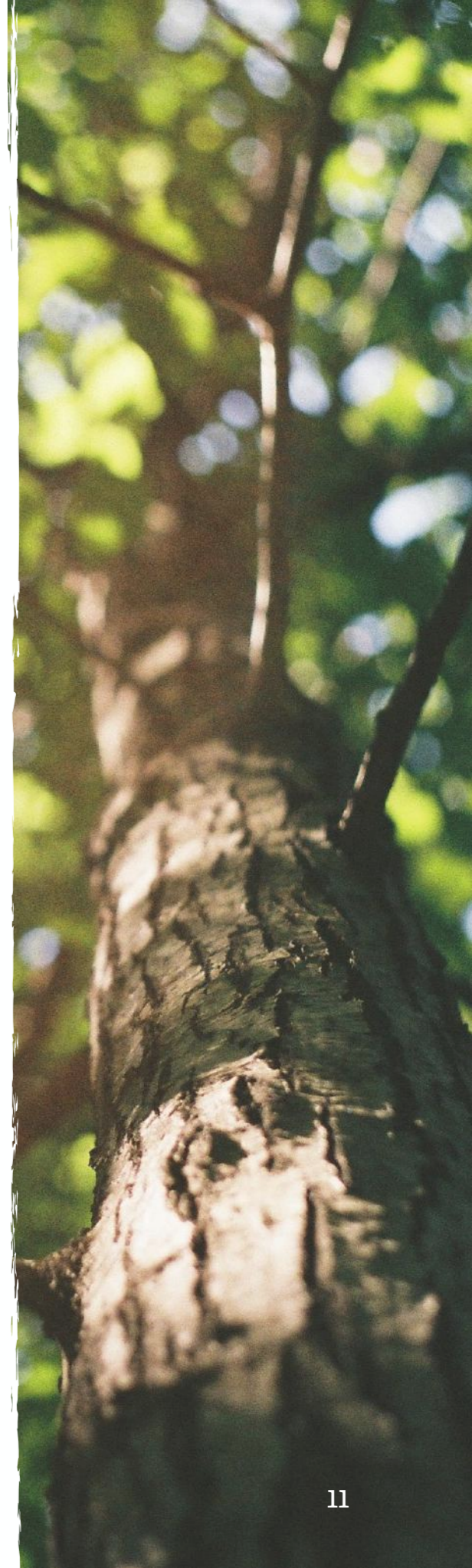
- **NAME** - identify how your strengths show up in various environments (work, home, social)
- **CLAIM** - articulate and own the genius of your strengths and how they contribute to others
- **TAME** - understand how to manage your strengths in times of stress and pressure
- **AIM** - direct your talent towards specific goals or areas of growth

The strengths language provides leaders with the ability **to analyze and celebrate diversity of talent, which leads to enhanced team cohesion and efficiency.** By approaching projects, goals, and day-to-day work flow through the lens of strengths, teams are more productive, connected, and happier overall. Why? Because **individuals are doing what gives them energy and purpose.**

1/2-1 DAY SAMPLE AGENDA*

- **WYLD welcome** and introduction of the workshop **objective(s)**
- **Share key statistics**, background, and impact of CliftonStrengths
- **Warm-up:** Strengths scavenger hunt / nature walk to facilitate deeper understanding and ownership of each leader's talents and to get the participants moving to optimize their engagement
- **Strengths framework** of "Name, claim, tame, aim" introduction — sample activities that would coincide with this framework are:
 - **Name:** Each leader to share their strengths artifacts (nature objects) and create their own strengths flashcards to refer back to post retreat
 - **Claim:** Partner speed chats to articulate what each talent contributes to and needs from the team
 - **Tame:** Strengths "above the line" vs. "below the line" to understand the impact of your talent in times of stress and pressure vs. moments of creativity and collaboration; create strategies for self-regulation and resilience at work
 - **Aim:** Application to self and team, strategy and goal setting for continued growth

**all customized to your team — based on stakeholder (and coaching) call outcomes as well as your team's Strengths data (this informs the collective learning style)*



WYLD BRAND OVERVIEW



WYLD'S MISSION

is to draw out the unique greatness in people.

Now, more than ever, we must intentionally design the way we spend our time, use our talents, build our teams, and personalize our environments.

We are here to help you examine and craft a purposeful career and a life well-lived.

Blending data-driven strategies with novelty, adventure, and nature, **WYLD leverages many learning modalities to meet the specific needs and goals of individuals, teams, and businesses.**



WHAT WE DO

WYLD designs transformational learning and growth experiences for individuals, teams, and businesses.



WYLD COACHING

Individually focused sessions for professional and personal growth.



WYLD WORKSHOPS

Customized corporate off-sites for leadership and management education.



WYLD RETREATS

Intensive learning experiences in nature for individuals or companies.

OUR PERSONALIZED APPROACH

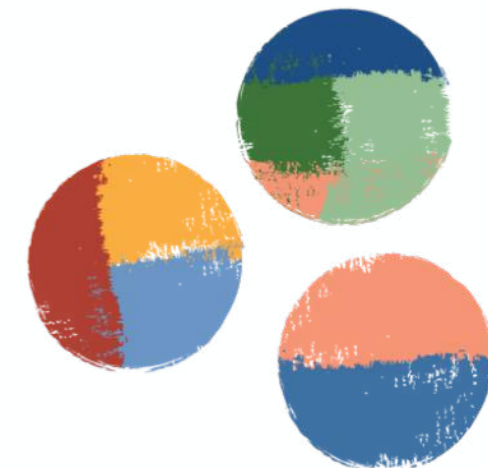
How we build the best educational experience.

1. We start with our values. These are our foundational building blocks that ensure what you learn sticks for the long-term.
2. We spend time understanding your unique challenges and goals and build a custom strategy accordingly.
3. We then collaborate with you to select learning areas and tools that most effectively address your objective.
4. Finally, we select activities to bring those learning areas to life in a fun and engaging way that work best for you / your team.



WYLD's experiences are completely customized to our clients' needs and goals.

If two companies approached us with a similar challenge — like building a strengths-based team — their sessions would look completely different. Your team's goals, culture, and daily reality are the alchemy that ultimately guides your WYLD experience.





THE WYLD WAY

These values are the foundation of every WYLD experience.



Navigational

We provide frameworks, maps, and “milestones” so you can learn and grow in a practical way.

Navigational teaching is simple and application-based. We help you stock your toolkit and tap into the innate compass within your head, heart, and gut.



Experiential

People learn by doing, sharing, and practicing. Retaining knowledge happens when the five senses are utilized.

Our curriculum engages “beginner’s mind” and novelty to boost creativity and innovation. Not knowing what to expect reveals our instincts and strengths.



Personalized

WYLD customizes curriculum to your individual goals. For team experiences, we design learning around collective aspirations and interests. We don’t believe in standardization – no individual or business is alike. We spend time understanding your DNA and tailor our services accordingly.



Nature-inspired

Everything we need to know about growth, healing, business, and relationships can be taught by nature.

Cyclical, purposeful, rhythmic, evolving, organic, paradoxical, Mother Nature is the original entrepreneur.



Balanced

Balance is not a destination or an obtainable metric, but rather the management of competing needs and values. Our curriculum is rooted in duality and harmony.

Scientific + Intuitive | Masculine + Feminine | Known + Unknown | Doing + Being | Logical + Conceptual

WYLD WISDOM | A Selection of Our Learning Areas



CliftonStrengths™

This is a Gallup behavioral assessment that reveals the primary neurological pathways in our brain tied to our innate talents. Knowing how to name, claim, tame, and aim these strengths leads to improved performance, efficiency, and well-being for individuals and teams alike.



Neuroscience

Using the brain as a tool to understand how we respond to our environment is a focus area of any WYLD teaching. By knowing how our brains are wired and activated we can create new, positive pathways in order to intentionally direct our thinking, especially in moments of stress, pressure, or anxiety.



Drivers of Engagement

Much of WYLD's wisdom is influenced by the 40+ years of Gallup's research and consulting in workplace performance, leadership, management, talent selection and analytics, employee engagement, well-being, entrepreneurship, and education.



The Wisdom of Nature

The cycles of mother nature can teach us everything we need to know about business, leadership, innovation, healing, adaptation, and balance. We adopt the belief that our body and brain are nurtured best in the great outdoors.



Storytelling

Communication is the key to our success in any environment. We help you own your unique voice and learn to articulate your strengths, needs, and point of view with intention while adapting to the audience or situation at hand.



Ancient Wisdom

Some of the rituals and exercises we embrace are not "new" but rather shared wisdom found in indigenous cultures around the world. We honor the passed down knowledge of our elders and the generations before us who lived in alignment with the natural world.



Art

Art is learning by doing. It's experiential, multi-sensorial education at its best. Offering a chance to break out of our "need to know" brains, creative art can spark our imagination, a fresh perspective, and a sense of joy and play.



Intuitive Horse Work

Horses serve as a mirror, providing instant feedback to our body language, non-verbal communication, and energetic impact. They aid us in understanding the tone and atmosphere we create as leaders.

A FEW OF OUR CLIENTS

- Bonobos
- Capital One
- Cart.com
- Escape Hospitality
- Getaway House
- Knock CRM
- Moxion Power
- National Forest Foundation
- Ogilvy & Mather
- Poppy Flowers
- Rumble Boxing
- Share Our Strength
- Strive Together
- The New York Times
- The Smithsonian
- The University of Nebraska
- Thirty Madison
- World Health Organization

The WYLD experience really enforces an understanding of where you are in your leadership destiny (personally and professionally). The WYLD team does an amazing job of bringing the human element to business decision making and process. They help you to articulate where you are in a particular problem or journey and reinforce the importance of naming where you are and accepting the feelings that come along with that. The WYLD curriculum enforces having a strong sense of self but also having an equally strong sense of others, specifically your co-workers. The WYLD way is an amazing way to better understand how you and those you work and live with operate.





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