



5 EMOTIONALLY INTELLIGENT RETREAT

TIPS

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THE EMOTIONAL INTELLIGENCE CATALYST™

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Do your people enjoy your organisation's retreats? Do they leave feeling purposeful and energised or do they emerge bored, stiff and uninspired?

The key to a successful retreat is to find practical ways to get participants' emotional commitment. Here are my 5 top tips for building Emotional Intelligence into your retreats.

1. Is the way you normally conduct your work meetings appropriate for the retreat? Establish and share ground rules about the event with those who are due to take part. Get their buy-in again at the beginning of the retreat before you kick off proceedings.

2. Does everyone know why they're here? Do they know what is expected of them? Ensure a good level of participation by designing a clearly understood process where everyone feels involved. Approaching your agenda as a shopping list that you jump into straight away on the day "because time is too short" simply won't cut it.

3. Share as much written information with participants before the event so they can review and process it. Tabling volumes of papers on the day weighs down proceedings, prevents flexibility and ruins your chances of making good decisions.

4. Find out how participants feel. Robert Cooper, author of "Executive EQ" recommends a great approach. At the start of the retreat ask everyone present to rate their current level of open-mindedness and energy and their ability to focus on a scale of 1-10, with 10 being the highest. This tip has worked well for me on retreats that I've facilitated recently. Proceedings have moved quickly and energy levels have remained high

5. Bring variety into the event and keep participants involved by using brainstorming, mini-presentations and small group discussions at appropriate points. We often act as if we leave our emotions at the door when we attend retreats. Let's acknowledge them and use that awareness to make them productive, valuable and enjoyable.

This free Tools for Transformation Knowledge Product™ was written and designed by Galba Bright. The Emotional Intelligence Catalyst™

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