

# **Elements of *QWLC* Retreats**

## **Common Outcomes**

Re-energize Individual Performance  
Renew Team Productivity  
Refresh Work Group Innovation  
Restore Organization Effectiveness  
HAVE FUN LEARNING!

## **Introductions with a Twist**

We begin with an overview of the session, and move into intros that provide an opportunity for participants to portray their overall fit in the organization. Our intent is to break the ice and some of the barriers that may exist. Our outcome is to facilitate new perspectives and expand work relationships.

## **Learning Games**

We use card games or puzzles with a focus on learning about life in the organization. They provide fun with a point, usually generate laughter and open the opportunity for some good-hearted banter. We facilitate learning about coworkers and “how things really happen” around the workplace.

## **Data Collection and Feedback**

We collect data as a way of assessing the current conditions of worklife. We use informal methods such as “walk-around” charts and “galactic wand voting,” as well as more formal methods - inventories, surveys and observations. Our teamwork and software allow us to process data collected and provide analysis and feedback during the session.

## **Action Planning**

Being on retreat often allows participants to expand boundaries and think in new ways as opposed to the circumstances at work where they might be inhibited by familiar surroundings and everyday pressures. We help groups capitalize on the energy and synergy generated. We facilitate practical commitments by the appropriate people to be met in a realistic time frame.

## **Re-entry Preparation**

Whether time on retreat lasts one day or one week, returning to the everyday workplace is a challenge. Participants have had an experience that included organizational learning and perhaps even significant revelations. Coworkers who did not attend have been in the midst of “the same old” issues, probably with an extra workload as they covered for those attending. It is important that stories from the retreat are told, learnings are shared, and that there be consistency so that ownership in the results of the retreat can be widely shared.