



Leadership Retreat and Away Day Guide

Step Out of the Noise. Reset the Way You Lead.

Description

The leadership retreat and away day events are facilitated leadership reset for teams that need honest conversation, clearer priorities and renewed momentum.

Why leadership teams need a reset

Leadership pressure builds quietly. Meetings become reactive. Conversations become surface-level. Decisions get delayed. Teams become busy but not always aligned.

A well-designed retreat gives leaders the time and structure to step back, name what is really happening, strengthen relationships and agree the behaviours, priorities and actions needed for the next stage of performance.

This is not simply a day away from the office. It is a guided leadership intervention designed to create clarity, trust and momentum.

Who this is for

Designed for leaders and teams who are experiencing:

- Constant firefighting and little strategic thinking time
- Poor communication or lack of honest conversation
- Team tension, silos or low trust
- Change fatigue or uncertainty
- Managers who need renewed confidence and direction
- Senior teams who need to reconnect around priorities
- Organisations preparing for growth, restructure or transformation
- Teams that are busy, but not fully aligned

Ideal for:

Senior leadership teams, middle managers, project teams, operational leaders, HR and L&D teams, charities, universities, professional services firms, SMEs and values-led organisations.

What makes our retreat different?

A retreat with purpose, not performance theatre.

Many away days feel enjoyable in the moment but fail to change what happens afterwards. Our approach is different.

We combine:

- **Reflective space**
Time away from operational noise to think clearly and honestly.
- **Expert facilitation**
Calm, structured guidance that helps people say what matters without blame or defensiveness.
- **Leadership challenge**
A critical-friend approach that asks the questions teams often avoid.
- **Practical tools**
Simple frameworks for communication, decision-making, trust, accountability and performance.
- **Action planning**
Clear commitments that translate the day into behaviour change back at work.

What happens on the day?

A typical Leadership Away Day may include:

- Leadership temperature check**
 We begin by exploring what is really happening in the team or organisation: pressure points, frustrations, communication gaps, performance blockers and leadership habits.
- Guided reflection**
 Leaders step back from the daily rush to examine how they are leading, communicating, deciding and responding under pressure.
- Honest team conversation**
 Through careful facilitation, the group explores what needs to be said, understood and improved.
- Priority alignment**
 We help the team identify the few things that matter most and agree where attention, energy and leadership discipline are needed.
- Behaviour reset**
 The group defines the leadership behaviours, meeting habits and communication routines required to sustain improvement.
- Practical action plan**
 Each retreat ends with agreed next steps, ownership and follow-through actions.

Suggested retreat formats

Format	Description	Ideal for	Outcomes
Half-Day Leadership Reset: 3-4 hours	Best for a focused issue, team check-in or leadership reflection session.	small teams, senior managers, project groups	Clarity on one key challenge and agreed next steps
One-Day Leadership Away Day	Best for teams that need to reconnect, reflect and realign.	leadership teams, management teams, departments	Improved trust, clearer priorities and practical action plan
Two-Day Leadership Retreat	Best for deeper strategic reflection, relationship building and performance reset.	senior teams, executive teams, growing organisations	deeper alignment, stronger relationships, strategic clarity and leadership commitments
Bespoke Retreat Experience: designed around your context	Best for organisations that want a tailored retreat linked to change, culture, performance, values or future strategy.	organisations in transition, growth or complexity	A fully facilitated experience built around your leadership priorities



Themes we can build around

Popular retreat themes include:

- From Firefighting to Focus
- Rebuilding Trust and Team Performance
- Leading Through Change and Uncertainty
- Strategic Thinking for Busy Leaders
- Difficult Conversations and Healthy Challenge
- Management Confidence and Accountability
- Culture, Values and Behaviour Reset
- Leading with Clarity, Calm and Courage
- The High-Performing Leadership Team
- Purpose, Priorities and Performance

Outcomes

By the end of the retreat, your leaders will have:

- Stepped back from daily pressure to think more clearly
- Identified the leadership habits helping or harming performance
- Had honest, structured conversations about what needs to improve
- Reconnected around shared purpose, priorities and expectations
- Strengthened trust, communication and accountability
- Agreed practical actions for better meetings, decisions and follow-through
- Left with renewed clarity, confidence and momentum

Facilitation

Your retreat will be facilitated by Suhel Miah, an experienced leadership, learning and development practitioner with over 30 years' professional experience, an MBA with Distinction and Fellowship of the Chartered Management Institute. Suhel has trained and supported thousands of professionals across sectors, bringing together practical leadership experience, coaching, facilitation and organisational insight.

These facilitated events are not for you if you want:

- A box-ticking away day
- A motivational speaker with no follow-through
- Outdoor games without serious leadership reflection
- A generic workshop copied from a template
- A pleasant day out that avoids the real issues

This is for you if you want:

- Honest conversation
- Practical facilitation
- Better leadership behaviours
- Stronger team alignment
- Clear decisions and actions
- A reset that continues after the day ends



Investment

Every retreat is designed around your goals, group size and preferred format.
Indicative pricing:

Format	Typical Investment
Half-Day Leadership Reset	From £950
One-Day Leadership Away Day	From £1,750
Two-Day Leadership Retreat	From £3,500
Bespoke Retreat Experience	By proposal

Travel, venue, accommodation and materials can be included or arranged separately depending on your needs. Prices exclude 20% VAT.

Frequently asked questions

Do you provide the venue?

We can deliver at your chosen venue or help you shape the type of environment that would best support the retreat outcomes.

Can this be delivered online?

Yes. Shorter reset sessions and leadership reflection workshops can be delivered online, although deeper retreats work best in person.

How many people can attend?

Most retreats work best with 6–20 participants. Larger groups can be accommodated with the right structure.

Is this suitable for senior teams?

Yes. The retreat can be designed for senior leaders, middle managers, project teams or mixed leadership groups.

Will the retreat be confidential?

Yes. Psychological safety and confidentiality are central to the process, especially where sensitive leadership or team issues are being discussed.

Do you provide follow-up support?

Yes. Follow-up coaching, progress reviews and team check-ins can be added to help sustain the impact.

Ready to reset the way your team leads?

A Leadership Retreat or Away Day can help your team step back, speak honestly, realign around what matters and return with practical actions that improve performance.

[Book a Leadership Retreat Planning Call](#)