DE OLIMAGE EXECUTIVE RETREATS

Leadership Alignment Retreat

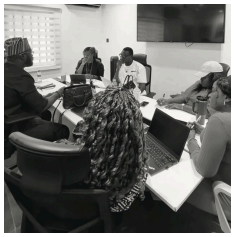
For executive teams and the leaders who will own delivery



DECISIONS, IN WRITING

Decisions, owners and dates read back on the day; your Decision Record in writing within two working days.

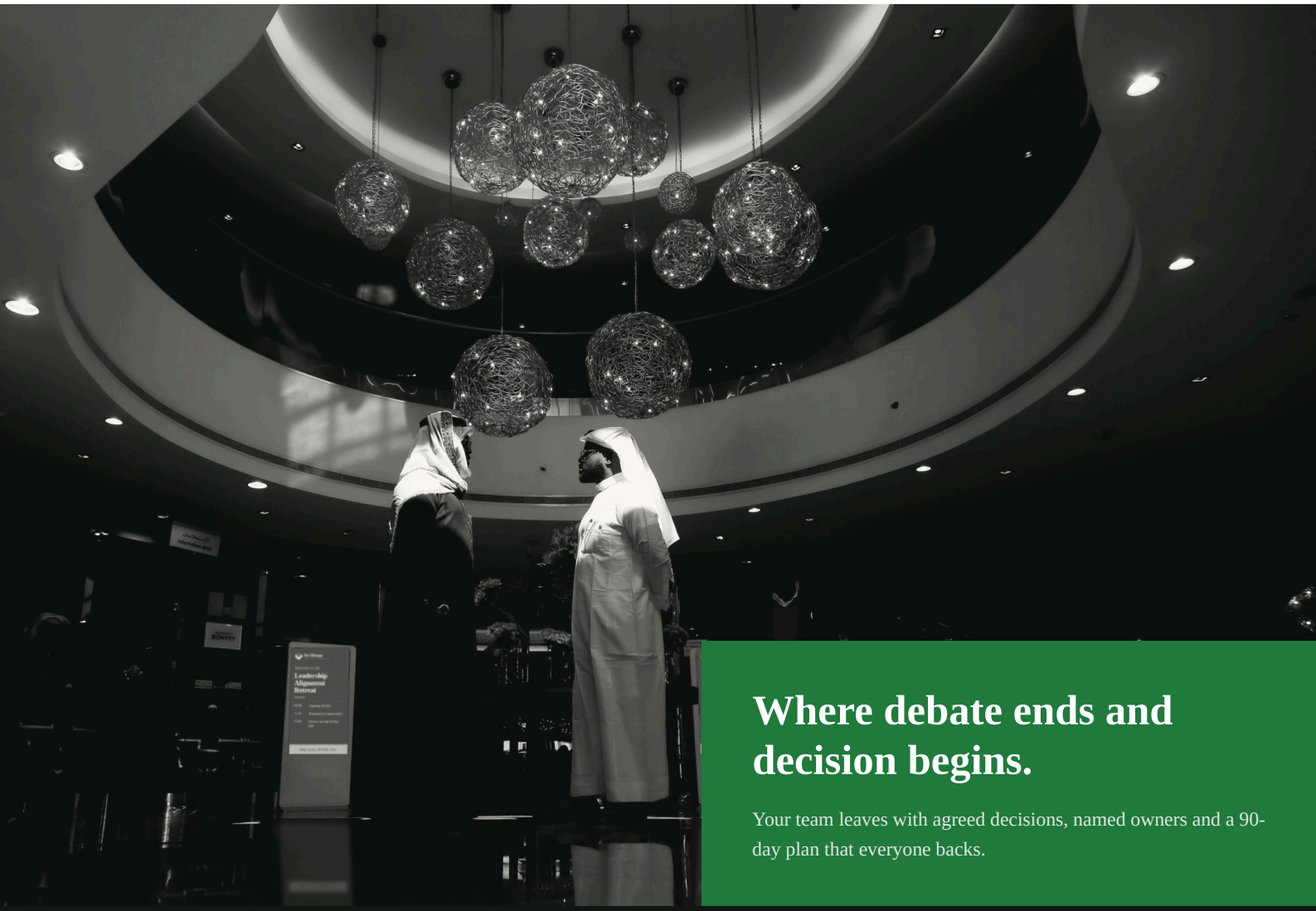
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YOUR CHOICE OF SETTING

Your location: Nigeria (Lagos, Abuja, or other state), or outside the country.

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Where debate ends and decision begins.

Your team leaves with agreed decisions, named owners and a 90-day plan that everyone backs.

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A retreat built around your decisions, and the problems it is designed to solve.

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Eight elements, from the Decision Charter to the 90-Day Agenda, plus the day-45 check-in.

04 WHO IS IT FOR
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Getting started, from first contact to your retreat, and your choice of setting.

06 NEXT STEP
Book a scoping conversation with our team.

“The retreat is the setting. The decisions are the product.”

DE OLIMAGE APPROACH



IDEAL WHEN Your team agrees on the facts but keeps circling the same choices.

Introduction

01 · INTRODUCTION

A RETREAT BUILT AROUND YOUR DECISIONS



Most leadership teams know their business well. What slows them down is not a lack of information, but choices that stay open: priorities that compete, decisions that are discussed and deferred, and conversations that end without a conclusion.

The Leadership Alignment Retreat gives your team a structured space to settle those choices. We prepare carefully with your leaders, facilitate the discussion so trade-offs are made in the room, and record every decision as it is taken.

Your team leaves with **agreed decisions**, **named owners** and a **90-day plan** that everyone backs.

IDEAL WHEN

Your team agrees on the facts but keeps circling the same choices.

SOUND *familiar?*

01 **Great conversations, no conclusions.**
The retreat felt productive, but no one can say what was decided.

02 **Same questions, every year.**
The big questions come back, retreat after retreat.

03 **Five leaders, five versions.**
Everyone remembers what was agreed differently.

04 **The big decision, parked again.**
The question that mattered most was pushed to next time.

02 · AT A GLANCE

At a glance

15+

PARTICIPANTS

Your executive team and the leaders who will own delivery

Agreed

DECISIONS

Set with your executive sponsor in the Decision Charter before any work starts

2 days

DECISION RECORD

In writing within two working days

Day 45

CHECK-IN

A 90-minute virtual check-in

Tailored

TO YOUR COMPANY

Every element shaped around your needs and context



Clear, recorded decisions on the questions that keep coming back.

KEY OBJECTIVES

WHAT ARE THE KEY OBJECTIVES?

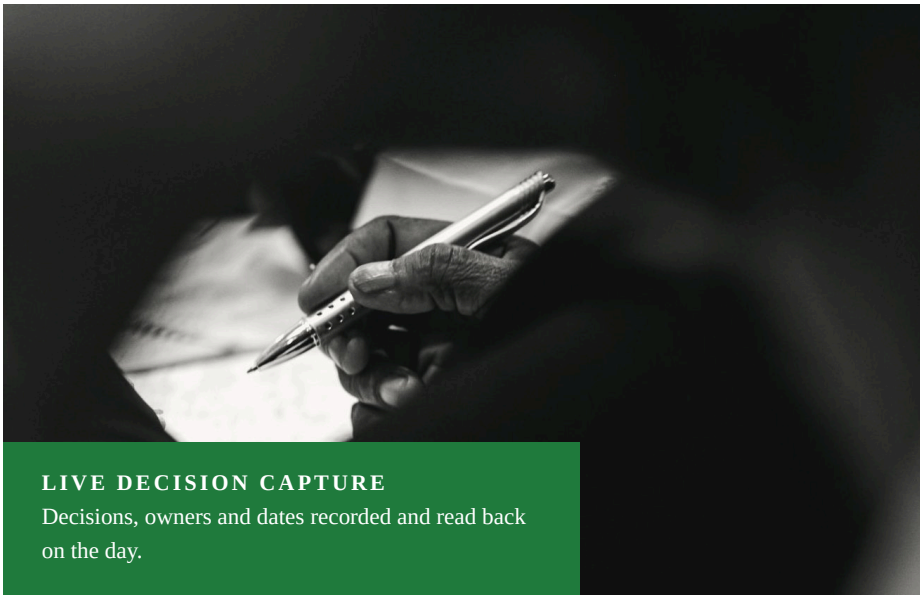
A Agree the priorities that matter most, and the trade-offs that come with them.

B Make clear, recorded decisions on the questions that keep coming back.

C Leave with named owners, dates and a 90-day plan the whole team backs.

What is included?

03 · EVERY ELEMENT IS TAILORED TO YOUR COMPANY



LIVE DECISION CAPTURE
Decisions, owners and dates recorded and read back on the day.



01
Decision Charter
Agreed with your executive sponsor before any work starts; sets the decisions the retreat must reach.

02
Preparation and information
We request and review the information relevant to your decisions, and use what that work shows to shape the session. What we ask for depends on your needs, the diagnostic requirements and the agreed scope.

03
Confidential leadership conversations
One-to-one conversations with your leaders to surface themes and pending decisions.

04
Retreat Brief
The context, differing views and decisions to resolve, sent as the pre-read.

05
Facilitated retreat
Facilitated by your engagement lead, working through the decisions set in your Decision Charter.

06
Live decision capture
Decisions, owners and dates recorded and read back on the day.

07
Decision Record
In writing within two working days.

08
90-Day Agenda
Actions with owners, dates and measures, issued after the retreat.

DAY-45 VIRTUAL CHECK-IN

90 minutes, at day 45

FOLLOWING THROUGH

A 90-minute virtual check-in at day 45, to review progress, blockers and any adjustments agreed.



04

WHO IS IT FOR?

Leadership teams of established businesses that face:

- Decisions that are delayed or keep being reopened
- Competing priorities between leaders or departments
- Too many initiatives, with nothing paused or stopped
- Retreats or meetings that end with good conversations but no clear decisions

WHO COMES Your executive team, together with the next layer of leaders who will own delivery. From 15 participants, with no upper limit.

WHAT IS NOT INCLUDED

- Venue, travel, accommodation and hospitality. These are not part of the retreat itself: you arrange them, or ask us to manage them as an additional service.
- Implementation of what your team decides.
- Audit, valuation, legal, tax, regulatory or actuarial advice.
- Assessment of individuals, psychometrics or coaching.
- Guaranteed outcomes.

WHAT WE NEED FROM YOU

- A designated executive sponsor or accountable decision maker, with the authority to guide and commit to the decisions required.
- A named information owner, and a coordination point for the engagement. This may be your HR team, strategy office or another designated coordinator.
- The information agreed for the engagement, supplied when it is needed.
- Full attendance by the agreed participants, with someone in the room who holds the authority to decide.
- Your chosen location, and the venue, logistics and travel arranged where you are managing them.
- Time from your executive sponsor, decision makers and leadership team, as set out in the agreed engagement scope.

05 · HOW WE WORK

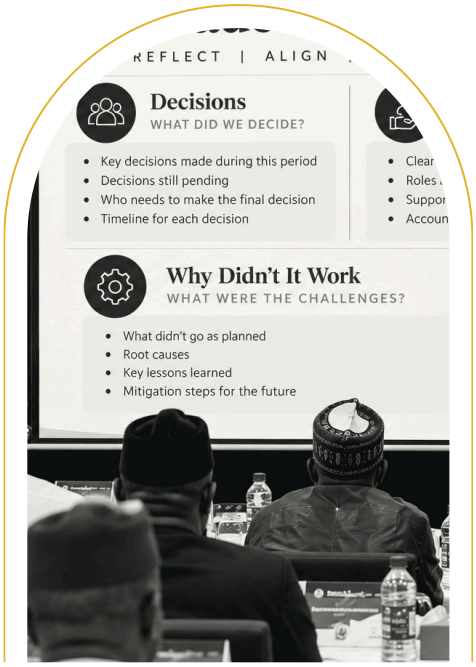
Shaped around your needs

and your decisions

Every engagement is shaped around your needs, your context and the decisions that need your team's attention.

Before the retreat, we agree with your executive sponsor the decisions it must reach. We then request and review the information relevant to those decisions, and use what that work shows to shape the session. What we ask for depends on your needs and the agreed scope, not a fixed list.

At the retreat, your leadership team examines the evidence, reaches decisions, and sets clear priorities and owners. The agreed outputs and the follow-up then support your team in putting those decisions into practice.

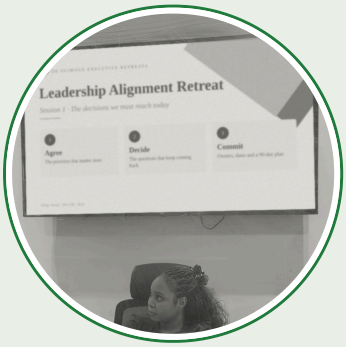


How we work

GETTING STARTED

FROM FIRST CONTACT TO YOUR RETREAT

01	**Initial contact**	Book a conversation or send us an enquiry. You can also start with the optional Organisational Health Check; it is not required for this retreat.
02	**Scoping conversation**	We talk through your team, your context and the decisions you face.
03	**Tailored proposal**	A written proposal setting out the scope, the setting, any arrangements you would like us to manage, and the fees.
04	**Engagement**	You confirm the proposal and name your executive sponsor and a coordinator.
05	**Delivery**	We prepare, hold the retreat and follow through, as agreed in your proposal.



YOUR CHOICE OF SETTING

Your location | **Nigeria (Lagos, Abuja, or other state)** | **Outside the country**

You choose where your retreat is held. Arrange the venue, logistics and travel yourself, or ask us to manage the arrangements as an additional service within the engagement. The arrangements and the associated costs are agreed case by case and set out in your engagement proposal.

De Olimage
EXECUTIVE RETREATS



Step away. Decide. Act.

06 · NEXT STEP

Ready to step away, decide and act?

Book a scoping conversation with our team to plan your Leadership Alignment Retreat.

Book a Consultation →

Click the button, or scan the QR code to choose a time that suits your team.

SCAN TO BOOK