DE OLIMAGE EXECUTIVE RETREATS

Strategy & Performance Retreat

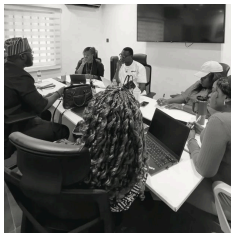
For executive teams and the leaders who will own delivery



DECISIONS, IN WRITING

Your Decision Record arrives within two working days, with priority actions, measures and deadlines.

PAGE 05 →



YOUR CHOICE OF SETTING

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

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From strategy on paper to strategy in motion.

A retreat built around your decisions, starting from one agreed picture of how the business is really performing.

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

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Book a scoping conversation with our team.

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

DE OLIMAGE APPROACH



IDEAL WHEN Leaders see performance differently, or you want an independent view.

Introduction



01 · INTRODUCTION

A RETREAT BUILT AROUND YOUR DECISIONS

When leaders see performance differently, every strategic conversation turns into a debate about the numbers. Decisions stall because the team cannot agree on where the business really stands.

The Strategy & Performance Retreat starts with our own independent review of the business, so your team begins from one agreed picture of performance. The retreat then turns that picture into decisions.

Your team leaves with clear decisions, a **90-Day Agenda** and a **Performance Scorecard** to track whether the plan is working.

IDEAL WHEN

Leaders see performance differently, or you want an independent view.

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 90

REVIEW

A half-day review with your Performance Scorecard

Tailored

TO YOUR COMPANY

Every element shaped around your needs and context



Decisions grounded in facts, not opinions, on the issues that matter most.

KEY OBJECTIVES

WHAT ARE THE KEY OBJECTIVES?

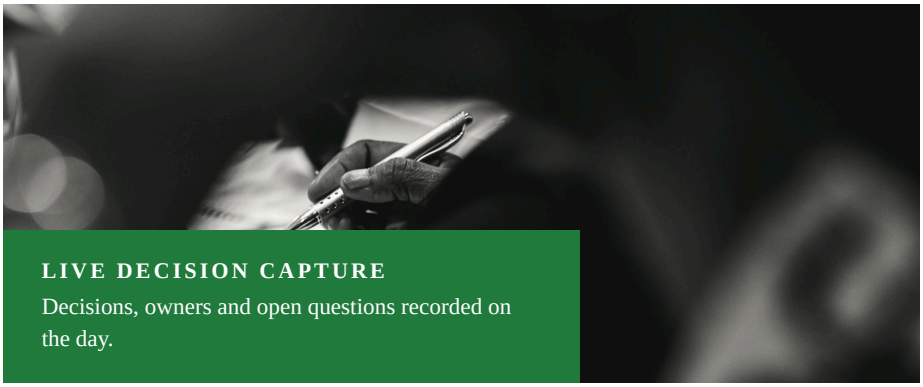
A Build one agreed, evidence-based picture of how the business is really performing.

B Make decisions grounded in facts, not opinions, on the issues that matter most.

C Leave with a 90-Day Agenda and a Performance Scorecard to track whether the plan is working.

What is included?

03 · EVERY ELEMENT IS TAILORED TO YOUR COMPANY



LIVE DECISION CAPTURE
Decisions, owners and open questions recorded on the day.



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

02
Confidential leadership interviews
One-to-one interviews with your leaders.

03
Independent performance review
An appropriate review of your performance, evidence and business context: revenue, costs, margins, cash and the key measures, against plan and prior years. The information and documents required are determined by your needs and the agreed scope.

04
Executive Position Paper
Findings, one agreed picture of performance, and each decision with its options, validated by your executive sponsor.

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

06
Live decision capture
Decisions, owners and open questions recorded on the day.

07
Decision Record
In writing within two working days, with priority actions, measures and deadlines.

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

09
Performance Scorecard
A short set of measures, normally between six and ten, drawn from the decisions taken and the 90-Day Agenda.

ABOUT THE PERFORMANCE SCORECARD

Each measure carries a baseline, an owner and a date. It is issued with the 90-Day Agenda and reviewed at the day-90 review, where progress is recorded and corrective actions are agreed.

It is not a dashboard, a reporting system, a data integration or any tool we build, host or maintain.

DAY-90 REVIEW

A half-day review

With your Performance Scorecard, where progress is recorded and corrective actions are agreed.

Your scorecard is issued with the 90-Day Agenda and reviewed with you at day 90. That completes the engagement. Where you want support beyond that point, we scope it separately.



04

WHO IS IT FOR?

Leadership teams of established businesses where:

- Leaders disagree on how the business is really performing
- The business wants an independent view before committing
- Results are falling short of plan, with no agreed explanation
- Next year's plan or budget needs a sound, shared starting point

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.

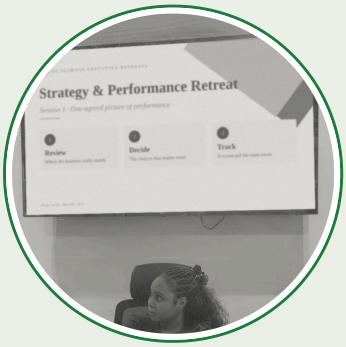
At the retreat, your leadership team examines the evidence, reaches decisions, and sets clear priorities and owners. The agreed outputs and the follow-up then support your team in putting those decisions into practice.

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 Strategy & Performance Retreat.

Book a Consultation →

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

SCAN TO BOOK