



OUTBACK TEAM BUILDING

**EVERYTHING YOU
NEED TO KNOW
ABOUT PLANNING THE
ULTIMATE COMPANY
RETREAT**



THANKS FOR CONSIDERING OUTBACK TEAM BUILDING

Outback Team Building has over 25 years of experience executing team building, training, and coaching solutions for corporate groups throughout North America.



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ABOUT US

At Outback Team Building, our mission is building relationships through memorable experiences.

We're passionate about helping teams—big and small—achieve their goals and address a wide range of business challenges. Whether you're looking to improve communication, foster collaboration, or celebrate success, we have over 60 unique and engaging activities designed to captivate, motivate, and entertain your group.

Since our founding, we've grown to become North America's leading provider of team building and training solutions, with thousands of events executed seamlessly across the continent. Our activities are tailored to fit individual group dynamics, ensuring your team has a fun and memorable experience every time.

We love what we do and pride ourselves on executing every event brilliantly. Our team takes care of all the details so you can sit back, relax, and know that your event is in good hands. Our clients consistently remark on the energy and passion our event coordinators bring to the table, helping create an outstanding experience for everyone involved.

At the end of the day, our goal is simple: to deliver an experience that not only entertains but also brings your team closer together.

WHY CHOOSE US?

WE'RE RECOMMENDED

With over 14,000 successful events under our belt and consistently high ratings from clients, we've become a trusted partner for organizations across North America. From startups to Fortune 500 companies, our clients love our passion, energy, and commitment to creating memorable team building events.

WE'RE FLEXIBLE

No matter the size, goals, or dynamics of your team, we offer over 60 unique activities designed to fit your needs. Whether you're looking for an in-person event, a virtual experience, or a hybrid solution, we handle all the details so you can focus on what matters most: enjoying the event.

WE'RE FAST

We understand that time is of the essence, which is why our event planning process is seamless and efficient. From initial booking to event execution, our dedicated support team works quickly to ensure your team building experience is stress-free and runs smoothly, even on short notice.



INTRODUCTION TO COMPANY RETREAT PLANNING



A company retreat isn't just an excuse to step away from the office—it's a strategic investment in your team's collaboration, morale, and long-term success.

Whether you're bringing employees together in person or bridging the gap for a hybrid workforce, a well-planned retreat can energize your team, spark creativity, and drive meaningful business outcomes. .



But here's the catch: a great company retreat doesn't happen by accident.

Without a clear plan, you risk ending up with an event that feels like an expensive time-waster instead of an experience that strengthens your company culture.

That's where smart company retreat planning comes in.

In this guide, we'll break down exactly how to organize a seamless, productive, and engaging retreat—from defining your goals to selecting the right activities and ensuring follow-through after the event.



WHAT IS A COMPANY RETREAT?

A company retreat is a work event where employees leave the office and meet up somewhere new to regroup, recharge, and discuss what's happening in their business.

There are many different types of company retreats, including:

- **Team Building Retreats:** Getting out of the office can be a great opportunity for building stronger employee relationships. These types of retreats usually have one main goal: to help everyone get to know each other better.
- **Executive, Leadership, and Management Retreats:** While most retreats include everyone on the team, executive retreats are reserved for just the company leaders. The focus here is on strategic planning and high-level business discussions.
- **Corporate and Business Retreats:** A business retreat is similar to a team building retreat, but usually with more of a focus on sharing the corporate vision, practicing new skills, and making sure teams are aligned.

WITH THAT IN MIND, WHY EXACTLY WOULD YOUR ORGANIZATION INVEST IN THIS?





5 REASONS WHY YOUR COMPANY NEEDS A RETREAT

COMPANY RETREATS AREN'T JUST A FUN GETAWAY—THEY'RE A HIGH-IMPACT INVESTMENT IN YOUR TEAM AND YOUR BUSINESS.

Done right, they can improve communication, align teams with company goals, and create lasting engagement. But a poorly planned retreat? That's just wasted time and money.

If you're wondering whether company retreat planning is worth the effort, here's why it should be a top priority.

1. Your Team Needs Stronger Bonds

People work better together when they trust each other. Retreats remove workplace formality and allow employees to connect in a real way—something especially critical for remote and hybrid teams. When employees build stronger relationships, collaboration improves.



2. Burnout Is Real

Long hours and constant deadlines take a toll. A well-planned retreat gives your team a chance to reset, step away from daily stressors, and return with a fresh mindset. And employees who feel valued are more engaged and productive.



3. Good Ideas Don't Happen In Meetings

Innovation doesn't come from staring at screens all day. A change of scenery and a break from routine fuel creativity and help teams solve problems in new ways. Retreats give your team the mental space to think big.



4. You Need Alignment—Not Just Meetings

Your company has goals. But does your team fully understand them? A retreat provides the time and space to set clear objectives, discuss company direction, and ensure everyone is on the same page.

5. Workplace Tensions Don't Solve Themselves

Disagreements and miscommunications happen, but they shouldn't drag down productivity. A retreat creates the perfect setting for open conversations, problem-solving, and rebuilding trust—without the usual workplace pressure.

A successful company retreat doesn't just happen. It takes strategy, planning, and the right mix of work and fun to make it worth your team's time. In the next section, we'll walk through the step-by-step process for planning a retreat that actually delivers results.



THE 6 BENEFITS OF A RETREAT FOR YOUR BUSINESS



While some people think retreats are a sign of corporate excess, the truth is that a well-organized and planned retreat can be beneficial for your long-term business goals

Nowadays, more large and small businesses are taking their employees on retreats as a way to achieve a few big goals.

1. Attract and Retain Talent

Depending on where you travel to for your company retreat, employees may consider it a perk or the type of experience they can't get somewhere else. This can be a great selling point for new recruits considering working for your company!

2. Initiate Team Building and Training

During regular business hours, it can be challenging to find the time for things like team building and professional development sessions. But these things can boost employee engagement and help you build a more positive workplace culture.

3. Set New Company-Wide Goals

Retreats are useful because your entire team will be in the same place at the same time. You can use this as an opportunity to announce upcoming goals, changes to your mission, or other important changes happening in your business.

4. Reflect and Celebrate the Year Prior

Did you know that over 79% of people quit their jobs because they don't feel appreciated at work? A company retreat can be a great way to show employees how much you value them by celebrating their accomplishments.

5. Open Dialogues Between Departments

In large organizations, it can be easy for departments to operate independently. But when everyone comes together for a company retreat, you can ensure that the channels of communication between departments are open.

6. Strategize and Plan for the Year Ahead

Stepping away from your regular work roles can also enable your colleagues to think about the "big picture" and start planning for the year ahead. You can use your retreat as a time to brainstorm new ideas, hone best practices, and get prepared for what is to come.





7 STEPS TO PLAN A COMPANY RETREAT THAT ACTUALLY WORKS

A COMPANY RETREAT ISN'T JUST A BREAK FROM WORK—IT'S A STRATEGIC INVESTMENT IN YOUR TEAM'S PRODUCTIVITY, MORALE, AND COLLABORATION.

Successful company retreat planning means thinking ahead. Every decision—from choosing a venue to structuring the agenda—needs to be intentional.

Here's how to plan a seamless, results-driven retreat that your team will actually benefit from.

1. Set Clear Goals for Your Retreat

If you don't know why you're hosting a company retreat, your team won't either. The best retreats serve a specific purpose that aligns with company objectives.

Some common company retreat goals include:

- Celebrating accomplishments and reinforcing company culture
- Building trust and improving team relationships
- Aligning teams on strategic goals and upcoming initiatives
- Encouraging creativity and problem-solving
- Boosting morale and preventing burnout



Decide on one primary goal or a few key priorities before making any logistical decisions. These goals will shape where you go, what's on the agenda, and how you allocate your budget.



2. Assign Responsibilities and Build a Planning Team

Planning a company retreat is a big job, and one person shouldn't handle it alone. Even companies with a dedicated event planner benefit from sharing responsibilities.

Divide retreat planning tasks among your team. Key areas to assign include:

- **Venue and accommodations:** Researching locations, booking spaces, and organizing lodging
- **Travel logistics:** Flights, transportation, and scheduling
- **Agenda development:** Structuring business sessions and activities
- **Team building activities:** Organizing exercises that align with retreat goals

At Outback Team Building & Training, we split retreat planning across multiple leaders to ensure every aspect runs smoothly.

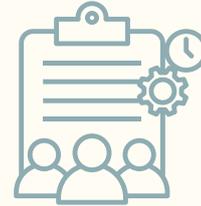


3. Involve Your Team in the Planning

A retreat shouldn't feel like a corporate mandate. If employees don't see value in the event, participation will suffer. Get their input early so the retreat meets their expectations.

Send out a pre-retreat survey and ask about:

- Preferred locations
- Ideal retreat timing
- Types of team building activities they enjoy
- Topics or challenges they want to address
- Special considerations (accessibility, dietary needs, etc.)



When employees have a say in the planning, they're more engaged and invested in the experience.

4. Set a Realistic Budget

Retreat costs add up fast, and budgeting should happen before you start making bookings. The average overnight retreat costs \$300–\$350 per person per day, covering accommodations, food, and activities.

A well-structured budget includes:

- **Travel and transportation:** Flights, gas, rental cars, or shuttles
- **Venue and lodging:** Hotel stays, retreat centers, or private rentals
- **Food and beverages:** Catered meals, group dining, snacks, and drinks
- **Team building and activities:** External facilitators, recreational outings, or workshops
- **Contingency fund:** Unexpected costs that inevitably come up

If costs are a concern, prioritize experiences over luxury. A high-end venue won't compensate for a weak agenda or disengaged participants.

5. Choose the Right Venue

A great venue does more than provide a nice backdrop—it enhances the retreat's success. The setting should align with your retreat's objectives and make logistics easy for your team.

Key considerations include:

- **Urban vs. remote locations:** City settings offer more convenience, while remote venues promote deeper focus and team bonding
- **Proximity to employees:** Nearby locations minimize travel costs; destination retreats create a stronger "getaway" feel
- **On-site vs. off-site lodging:** Keeping employees together fosters stronger connections, but separate accommodations may be necessary for flexibility

For expert recommendations, check out [The Top 20 Destinations in North America for Company Retreats](#) to find the perfect spot for your event.



6. Pick the Right Time

Scheduling is one of the hardest parts of retreat planning. You won't find a date that works for everyone, but careful planning can maximize attendance and engagement.

Consider the following when choosing your retreat dates:

- **Workload impact:** Avoid peak busy seasons so employees can fully participate
- **Key stakeholders' availability:** Ensure decision-makers and leadership can attend
- **Cost factors:** Off-peak travel months often have lower rates on venues and flights

At Outback Team Building & Training, we plan retreats during slow sales periods to prevent disruption and ensure full engagement from employees.



7. Fine-Tune the Logistics

Overlooking logistics leads to avoidable headaches. Before finalizing your retreat, double-check every detail.

- ✓ **Transportation:** Confirm flights, rental cars, and shuttle arrangements
- ✓ **Meals and dining:** Finalize menus, dining reservations, and dietary accommodations
- ✓ **Accommodations:** Secure room bookings and finalize guest lists
- ✓ **Liability waivers:** Determine if any retreat activities require signed waivers
- ✓ **Packing list:** Provide employees with a checklist of what to bring
- ✓ **Special accommodations:** Ensure accessibility for employees with mobility needs or medical concerns

Taking care of these details ahead of time ensures a smoother experience for everyone.



HOW TO BALANCE YOUR RETREAT AGENDA WITH THE RIGHT SESSION TO ENSURE IT'S EFFECTIVE

THE BEST COMPANY RETREATS BALANCE FUN, SOCIALIZATION, AND PROFESSIONAL OUTCOMES.

So, if you want to make sure your team walks away from your company retreat with real benefits, you need to create an agenda that checks all of the right boxes.

Here's what you need to consider:

What Makes a Great Agenda?

The best company retreats have a varied agenda, with lots of different types of business sessions and activities planned for employees. Its, you need to create an agenda that checks all of the right boxes.

What Should You Actually Do at Your Company Retreat?

To answer this question, you'll want to refer back to your original goals for the retreat and come up with a schedule that best helps your group meet them.

After years of experimentation, our team has discovered that the best retreat agendas usually combine:

- Business sessions
- Team building
- Professional development
- Free time



1. Business Sessions

Just because you're away from the office doesn't mean you can't get some serious work done at your company retreat.

Some popular business sessions can include:

- **State of the Nation Address:** Kick things off by having a company leader give a general update on the status of the business and their vision for the future.
- **Product Launches:** Get employees excited about new and upcoming customer products by unveiling and demoing them for the first time.
- **Interdepartmental Meetings:** Encourage communication by having sessions where different departments get to meet and talk through some of their challenges with each other.
- **New Company Initiatives:** This is a great opportunity to launch new employee engagement and workplace culture programs.



2. Team Building Activities

You can also use your company retreat as an opportunity to bond and build closer relationships with your team using [team building activities](#).

Some team building activities can include:

Hollywood Murder Mystery:

An up-and-coming actress has been found dead in her hotel room the morning after an awards show. Now, you and your team need to channel your inner detectives as you review the evidence, assess potential suspects, and determine the method, motive, and murderer in the crime.

Wild Goose Chase

One of our most popular events, Wild Goose Chase, is a [scavenger hunt team building](#) activity that will get you outside to explore and tackle photo and video challenges with your friends.

If you love to get out into the great outdoors, explore, and have fun, then you're going to love this.



You might bump up against challenges like:

- **Take the Stage:** Search for a stage (or similar) and record a 5-second video of your team performing a popular song on stage
- **If By Land or by Sea:** In water or on land, in a slip or in a moat. Take a photo of your whole team standing in a boat or on a bridge above water
- **Every Day I'm Jugglin':** Find a friend from another team who can juggle 3 or more objects and record a 5-second video of them in action
- **You've Got Balls:** Snap a photo with at least three different types of sports balls in it, somewhere outside in a public place such as a sports field or playground

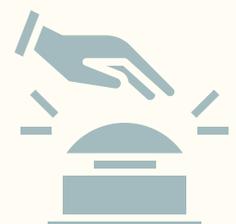
Believe us when we say that this can get a little competitive!

Jeopardy Social

With Jeopardy Social, your team will get to step into their very own Jeopardy-style game show experience – equipped with a buzzer, a professional actor as your host, and an immersive game show platform. Between each round of Jeopardy, your team will participate in social mixer challenges.

Get ready to test your trivia knowledge, hit that buzzer as fast as you can, stack up points for your team before time runs out, and wager a little bit (or a lot) in a round of Final Jeopardy to wrap it all up.

This activity is also available in [a virtual format](#) for remote teams.



Clue Murder Mystery

You've probably never heard of a man named Neil Davidson. But your group will need to come together to solve the mystery of his murder by analyzing clues, resolving challenges, and figuring out who had the means, motive, and opportunity to commit a deadly crime.

This activity will challenge you and your group to approach problems analytically, read between the lines, and use critical thinking in order to identify a suspect and deliver justice.

Just like Jeopardy Social, Clue Murder Mystery is also available in [a virtual format](#) for remote teams.



Charity Bike Buildathon

Split into teams to build, decorate, and put together an advertising campaign for children's bicycles. After each group has presented their bike, you get to donate them all to a charity of your choice!

And if you have remote employees joining in, you can also enlist [virtual team building activities](#) so that they can partake in the fun.

3. Professional Development

With everyone together, your company retreat is the perfect time to learn new skills and practice them with your colleagues.

Emotional Intelligence

Develop the self-awareness of your group with a skill development session, that doubles as a team bonding exercise.



Practical Time Management

Help your coworkers make better use of their time with an interactive training workshop.



Clear Communication

Practice better communication skills with a hands-on experiential learning program.



Authentic Leadership

Everyone in your organization has the opportunity to think and act like a leader. Uncover your team's hidden leadership skills with a half-day training session.





4. Free Time

One of the biggest mistakes you can make when planning your company retreat is not giving employees enough free time between sessions. If this is your first year planning a company retreat, it can be tempting to pack the schedule full with different things going on all the time.

But sometimes, less is more.

Not only is free time a great opportunity for employees to catch up on some work, it can also encourage more socializing, and help people avoid feeling “burned out.”



A good rule of thumb: for every hour of business sessions at your company retreat, you should have at least a half an hour of free time.

So, if you have a three-hour business session in the afternoon, you might want to offer a minimum of 45-minute breaks, before and afterward.



TIPS AND TRICKS WE'VE LEARNED FROM OVER A DECADE OF PLANNING RETREATS AT OUTBACK



Not only have our Employee Engagement Consultants helped hundreds of other businesses plan successful company retreats, but Outback Team Building & Training also participates in our very own “Summit” retreat each and every year.



The first year, it started out simple: we brought our small team to a ski cabin out in the middle of nowhere for some impromptu “team building.”

Looking back, it was a bit spontaneous and unfocused—but everyone also knew that it was the beginning of something special.

Over the years, we learned a lot about how to make our annual company retreat more useful and effective.

Now, “Summit” has transformed into the cornerstone of our business calendar. Employees look forward to it all year long as a time to **learn, share, bond, and strategize**.

Why Outback Plans a Yearly Retreat

There’s no doubt that planning a company retreat can be a lot of work, but if you get it right, then you will see the benefits.

Here at Outback Team Building & Training, we have invested more and more resources into our annual retreat every year over the last decade.

The year-over-year results?

- **Employee engagement levels have risen**
- **Productivity has gone up**
- **Employees have enhanced their skills**
- **Team alignment has increased**



10 Things We've Learned Over 10 Years Planning Company Retreats



Over the last decade, our team has discovered a lot of best practices for company retreats using trial and error.

You can help your coworkers form stronger relationships with each other by putting into practice some of these simple tips at your next company retreat:

1. Set up a Common Room

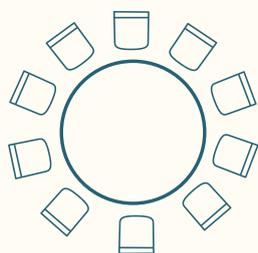
Whenever there's a break or free time on the agenda, let everyone know they are welcome to gather in a common space.

In the evenings, you may also want to designate a "social room," if appropriate for your work culture, with additional snacks and drinks for employees to partake in. These common areas can be a great opportunity for genuine "after-hours" team building and socializing.



2. Randomize Seating

Left to their own devices, most employees will opt to sit with the people who they are already closest with.



Make an announcement at the start of the retreat that employees should try to sit with new people and different coworkers each day.

Encourage your leadership team to start this trend by having them consciously sit with new and different people whenever possible throughout the retreat.

3. Share Meals

Whenever possible, try to eat together as a group. A lot of natural team bonding can happen while you're sharing food, and colleagues often discover new things about each other over the course of a meal.

4. Use the Talents of Your Team

What hidden talents does your team have, and how can you put them to work to make your retreat special?

For example, when event organizers realized that one of our employees moonlights in a rock band, we had them bring in their guitar to perform during one of the sessions. These types of moments are what make your retreat memorable and help everyone get to know each other better.





5. Go Green

Save some paper and go digital! You can use a service like [Lineupr](#) to make your retreat schedule easily accessible for everyone using their smartphones.

This can help make sure that everyone knows where they have to be and exactly when they need to be there!

6. Explore the Area



This can help make sure that everyone knows where they have to be and exactly when they need to be there!

Make the most of your destination by trying an [outdoor team building activity](#), doing some sightseeing, or trying different things around the city.

7. Mix Things Up

If you plan a company retreat with your team every year, it can get stale going to the same place and doing the same things. Try experimenting with new venues, destinations, activities, training programs, and guest speakers.



8. Don't Plan Too Much

In the early years, one of the biggest mistakes our event organizers made was packing the agenda too full.

Most people can only stay focused on any given task for about an hour at a time, so you'll want to make sure you leave a lot of breathing room for employees to take breaks, mingle, and relax.

9. Encourage Partying, But Be Responsible



This may depend on the work culture you have and the employees who will be attending your retreat. But a bit of light social drinking can be a great team bonding experience for employees who want to stay out a bit later in the evenings.

Just make sure you warn them that there will be consequences if they miss a session or act unprofessional!

10. Keep Some Surprises

Don't give away exactly what will be happening during every session at your retreat. Keep employees on their toes by leaving some spots purposely ambiguous.

This can be a great way to get teams talking, and excited about what's to come!

ANNOTATED OUTBACK TEAM BUILDING & TRAINING SAMPLE RETREAT AGENDA



Want to see what a company retreat agenda actually looks like? Check out this real-life example our leadership team used at a recent Outback Team Building & Training “Summit” retreat.



DAY ONE

12:00PM– Arrive at the Hotel

For one of our recent Summits, Outback Team Building & Training employees traveled to Victoria, BC for our annual company retreat.

The leadership team decided on this destination a few months before the retreat itself, giving event organizers more than enough time to find great accommodations for our team at the [Parkside Hotel & Spa](#).

1:00PM – Work Break

Even though our team is away from the office and participating in sessions throughout the week, we still want to maintain our high levels of customer communication and support. That’s why event organizers built in several work breaks every day of the week.



For many employees, the feeling of falling behind on work or correspondence can be stressful. So, we always recommend providing times for staff to check in and make sure they feel caught up. This way, they can feel fully immersed in the company retreat activities.

2:00PM – State of the Nation

Every year, Jules Joyce, President of Outback Team Building & Training, kicks things off with a “State of the Nation” presentation.

This is her opportunity to share with everyone the purpose of the company retreat, recap the highlights of the past year, and explain her vision for the future.



4:00PM – Colleague Connections – Session #1



Many of our team members at Outback work remotely, so Summit is a great time for everyone to get reacquainted in person.

To encourage everyone to get to know each other better, we always plan some sort of ongoing team building activity that will get people mingling throughout the week. One great way to do this is with icebreaker questions.

They can include:

- How many cups of coffee, tea, or beverage-of-choice do you have each morning?
- Do you have any pets as in-house colleagues?
- Do you have houseplants in your office?
- What's your go-to remote work outfit?
- What's your proudest professional achievement?
- What is one work skill that you think everyone should have?
- What are you most looking forward to doing when you retire?
- What book did you read that changed your life the most?
- If you could see one movie again for the first time, what would it be and why?
- You have your own late-night talk show. Who do you invite as your first guest?
- What would the title of your autobiography be?
- What was your favorite band ten years ago?
- If you could only listen to one song for the rest of your life, what would it be?
- If you could only watch one movie for the rest of your life, what would it be?
- What's the greatest TV show ever made?
- What's the worst TV show ever made?
- If you were forced to participate in a flash dance, what song would you perform to and why?
- What's your favorite plant?
- If you had to be transformed into one household item, what would it be and why?
- If you could bring back any fashion trend what would it be?
- If you could get rid of any current trend, what would it be and why?
- What's one frequently used word that you can't stand?
- What was the first thing you thought about when you woke up this morning?



Want even more ideas? Check out these [500+ team building icebreaker questions for work](#).





6:30PM – Dinner / Games Night

Dinners out are a great opportunity for socializing and impromptu team building. For our first meal out on our retreat in Victoria, we decided to head to a local restaurant called the Sticky Wicket Pub.

This location was great not just because it had delicious food, but also because there were lots of dart boards, pool tables, and other games available.

DAY TWO

7:00AM – Breakfast

While we often plan to have our dinners together, our team finds it easier to let employees figure out their own breakfasts and lunches on the retreat.

Before heading out on the work trip, everyone is given a \$100 per diem to cover the cost of three breakfasts and three lunches.

8:30AM – Work Break

9:30AM – Colleague Connections – Session #2

10:30AM – Generating Energy

We had a session that was designed to build the energy of our group. This one is kind of hard to describe... Let's just say that it had to do with the power of "mind over matter," the importance of building momentum, and included a live musical performance by our sales team.

1:00AM – Customer Advice Calls

In this session, our team listened to a series of phone calls with key customers about what our business could be doing better. Note how this is a much more business-focused session – event organizers try to balance the more "fun" sessions with these practical ones.

12:00PM – Summit Group Photo + Lunch Break

How often is your entire team available at the same time? Here at Outback Team Building & Training, our company retreat is a rare opportunity for everyone to be able to get together and take a group photo.

1:00PM – Work Break

2:00PM – Colleague Connections – Session #3





2:30PM – Charity Team Building Activity

Of course, we wouldn't be much of a team building company if we didn't include a team building activity on the agenda! In Victoria, we tried out a new [charity team building activity](#).

6:30PM – Team Dinners

To finish off day two, every department planned their own separate dinners to help them bond and connect as a team.



DAY THREE

8:30AM – Work Break

9:30AM – Colleague Connections – Session #4

10:00AM – Key Note Speaker

[Bringing in an outside speaker](#) can be a great way to motivate your team. In Victoria, our team brought in Vic Lindal, a professional speaker, and internationally acclaimed coach. Vic spent some time with our group discussing his life philosophies, the power of visualization, and why he thinks “bucket lists” are a waste of time.

11:30AM – Lunch Break

12:30PM – Work Break

1:30 – Training Session: Clear Communication

Company retreats are a great opportunity for group training and development. Lyndon Friesen, Skill Development Facilitator, led this session on [Clear Communication](#). More than just a traditional training seminar, this was an interactive program that had our teams practicing their elevator pitches, discussing how they “filter” their thoughts, and developing their personal brands for communication.

4:30PM – Colleague Connections – Session #5



6:30PM – Annual Outback Team Building & Training Oscars

For the final evening, everyone puts on their best evening wear to participate in the annual Outback Team Building & Training Oscars.

These are awards that our team hands out every year to deserving employees in serious and silly categories like, “Best New Employee,” “Best Director,” and “Best Dressed.”

Throughout the night, employees perform skits, give heartfelt speeches, and celebrate together.

DAY FOUR

7:00AM – Breakfast

8:00AM – Hotel Check Out

And that’s a wrap! By day four, our team is usually exhausted from all of the learning, bonding, and celebrations that happened throughout the company retreat. But the good feelings and positive vibes will continue throughout the office for months to come.



PRACTICAL STEPS YOU CAN TAKE TO FOLLOW UP ON YOUR RETREAT



Your work doesn't end when your company retreat does. The things you do in follow-up to your retreat will make all the difference in making the next one even better.

Here's what you should do post-event:

1. Solicit Feedback

After your company retreat is over, you will want to poll employees about what they found most useful and exciting about the experience.

Try sending out a poll with the following questions:

- What was your favorite session?
- What was your least favorite session?
- Which session did you find the most useful?
- Which session did you find the most fun?
- How would you rate the venue?
- How would you rate the accommodations?
- How would you rate the meals?

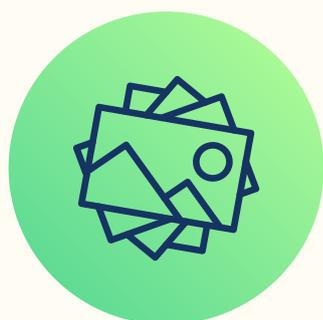
Using this data, you'll be able to highlight the successes of the retreat, get a sense of what connected with employees, and refine your agenda to plan an even better retreat next time!

2. Track Engagement

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3. Collect Notes from Sessions

While employees should be taking their own notes during important business sessions, you can make sure nobody misses anything by compiling everything afterward in one place. Try adding all of your notes to one folder that is accessible to everyone, including slide presentations and other relevant [business documents](#).



4. Share Photos & Videos of Staff

One of the easiest ways to keep the positive feelings going is to share all of the photos and videos you took during the retreat. These can be great keepsakes for the team and can help to remind everyone about all of the amazing shared experiences they had with each other.



5. Write a Summary Report

Once the dust settles, you'll want to create a report highlighting the results of your business retreat. In this report, you can share the data from the feedback poll you sent earlier, any actionable items that came out of the sessions during the retreat, and improvements you noticed in employee engagement.

6. Start Planning for Next Year

Planning one company retreat is a great start, but for best results, you should try to plan an experience like this at least once a year with your team.



A successful company retreat doesn't just check boxes—it creates lasting impact. When thoughtfully planned, it can strengthen relationships, spark innovation, and align your team around what matters most. With the right strategy, structure, and follow-through, your retreat becomes more than an event—it becomes a turning point for your team and your business.

Whether it's your first retreat or your fifteenth, use what you've learned here to build an experience that's memorable, meaningful, and truly effective. And when you're ready to make it happen, we're here to help you bring it to life.



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TEAM BUILDING

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Our dedicated team of Employee Engagement Consultants is available to speak with you from Monday to Friday, 9:00 a.m. until 5:00 p.m. your time, no matter what timezone you're located in.

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