

NEXTGEN AWAY DAYS

Designing
an Effective
Away Day

HOW TO
AVOID HEARING:

“Interesting day,
but not sure what
it did for us”.



**Business
Value**

NextGen
Performance

NB 3

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NextGen Away Days converge Business, Culture and People

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Sensory immersion, a curated environment and a la carte subjects with mix and match formats.

13 SOFT SKILLS

Experiential learning to upgrade soft skills, wellbeing and culture to deliver NextGen performance

17 NEXT 13 WEEKS

A Sketched out plan to implement over the next 13 weeks.

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Ideas and checklists to inspire your own version of a NextGen Away Day



INTRODUCTION

NEXT GEN AWAY DAYS

NextGen Away Days take your firm on a 1-day journey through 3 pillars (Business, Culture, People) to produce both real time results alongside the ingredients needed for 'Away Day +13 weeks'.

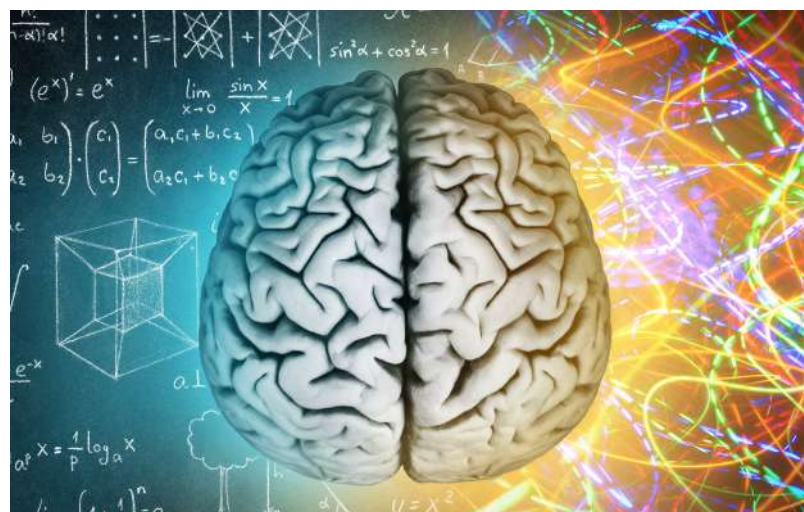
Away Days begin 12 weeks out and continue, self-directed or facilitated, with a sketched out plan of the following 13-weeks.

These days are a fundamental convergence of soft skills and hard deliverables, that together, move the business forward.

Your first Away Day milestone is Away Day plus 13 weeks.

This document will share how to:

- strategically create your day
- effectively design your day
- successfully weave soft skills with hard deliverables for the best possible outcome
- use **Away-Day-plus-13-weeks** as a milestone to continue the results long after the day is done.



WHAT GOT US HERE, WON'T GET US THERE

THE 500 FT VIEW

NEXTGEN AWAY DAY

SAMPLE AGENDA

- Deep & Masterful Agendas have 1-2 modules included for the day.
- Broad & General Agendas have 3+ modules.

WELCOME 30-Min

Strategy, Away-Day-plus-13 weeks - An Overview

MORNING 120-Min

People & Performance

LUNCH 45-Min

AFTERNOON 120-Min

Culture & Wellbeing

END OF DAY 60-Min

Recap, Strategy, Alignment,
Away Day +13 Weeks - The Sketched Out Plan



An underwater photograph showing sunlight rays filtering through the water surface, creating a serene and deep blue environment. The water is clear, and the light rays are prominent, creating a sense of depth and tranquility.

BUSINESS VALUE

BUSINESS VALUE FOR:

Company: The hard deliverables are supported with the soft skills and a sketched out plan to hit your first milestone at Away Day + 13 Weeks.

Culture: Communication & Cohesion modules that drive collaboration, productivity and efficiencies.

People: From Self Awareness in the work place to Personal Transformation modules for Improved Leadership.



7 CORE AREAS OF BUSINESS VALUE:

Business Value can be gained from 1 or more of the following 7 core areas.

Typically, Away Days will be used to focus on 1 or 2 core areas and go deep on those subjects for the day, or the focus can be on a few areas with the day's content kept more general and broad.

- 
1. **Creative Problem Solving:** Space & Mindset for Blue Skies & Blue Oceans
 2. **Conflict Resolution:** Tough Conversations, Personality Types and Effective Communication
 3. **Change Management:** Big Pivots, Preparing for the Future and Navigating Transition
 4. **Cohesion and Culture:** New teams, Changed teams, Levelling up teams, Recognising great teams
 5. **Strategy:** Define, Establish, Communicate - Common Understanding and Goals
 6. **Personal Transformation:** From Incremental to Monumental: self awareness and development
- 

7 CORE AREAS OF RESULTS AND RESIDUAL VALUE:



Business Results and Residual Value emerge from the area of Business being pursued, in tandem with the effectiveness of your Away Day.



1. **Clarity:** Short, Mid and Long-term clarity in the areas of: Vision, Mission, Purpose, Planning, and Decision Making
2. **Connection:** Board, Leadership & staff informally engaging while yielding formal outcomes for the business
3. **Cohesion:** Across Culture, Teams, Business, People; the participants will be taken on a well thought through journey that begins before the Away Day starts.
4. **Crisis Preparedness:** In the event of a future crisis, clarity, connection and culture play a pivotal role in mitigating the impact of both the crisis and the speed of recovery
5. **Commitment:** Leadership commitment renewed. Realigned. Re-energised. Re-committed. Individually and collectively, Ready to work together to make 1+1=11
6. **Communication:** Well informed discussion and debate, Knowledge sharing that is metabolised for days and months after the Away Day
7. **Continuous Improvement:** Pulling an agenda from Business, Culture and People ensures an Away Day that is hard working and far reaching for all stakeholders

EFFECTIVE DESIGN

THE 8P'S TO STRATEGICALLY CREATING AN EFFECTIVE AWAY DAY:

Strategically creating an effective Away Day is straightforward when you have a robust set of guidelines to follow.

PURPOSE

What are the two things that would move the business forward in the short to mid term?

PEOPLE

Who is in the room on the day and why?
Whose input do we want to inform the day and why?

PROGRAM

What are the three most important elements to deliver on the day to get the results we want?

PRIORITIES

What are the Board's priorities? Who is responsible (and accountable) to see they are realised?

PLACE

What space would best serve the purpose, people and priorities of the Away Day?

PRACTICAL

What needs to be provided for pre-during-post Away Day? Who is doing this? What are the parameters?

PROBLEMS

How do we envision the Away Day resolving the key problems to be addressed?

POSSIBILITIES

How do we envision the Away Day will bring clarity regarding the possibilities on the horizon? How will we qualify the possibilities?

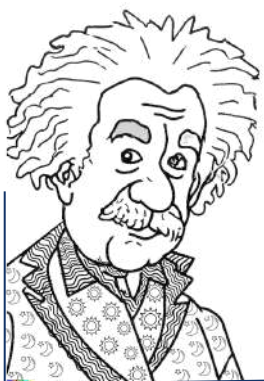




The environment is the governing agent of the mind.

Your ability to adapt, change, and perform optimally is strongly influenced by your environment.

You receive the equivalent of '100 games of Sudoku' through your 5 senses every minute. This information is continuously shaping and reshaping your mental processes and turning on and off different regions of



The environment is the governing agent of the particle.

-Einstein

your brain (e.g. analytical focus requires different parts of the brain than imagination and blue ocean thinking would).

Our beliefs and perceptions are malleable, and fully responsive to our environment.

A new and stimulating environment is a fertile ground for neural growth and rewiring and promotes creative problem solving, idea generation and shifting perceptions from stuck and rigid into new worlds of possibilities.

Consider how your environment can either be a catalyst for (neuro) growth, or a petri dish where cognitive function lays idle.

MIX & MATCH INSIGHTS. A LA CARTE MENU

An a la carte approach to 15 areas supporting upgrading of Soft Skills with 4 different formats available for each area ensures your business gets exactly what it needs.

Soft Skills Menu:

1. Wellbeing in the Workplace
2. PTSD in the workplace
3. Gen Harmony in the workplace
4. Preparing to meet the Regulator
5. Psychological Safety
6. Conflict Resolution
7. Effective Communication
8. Change Management
9. Leadership Excellence
10. DiSC Personality Profiling
11. Emotional Intelligence
12. Creative Problem Solving
13. Automation & Innovation Culture
14. Diversity, Equity & Inclusion
15. Managing up, down and sideways

Formats Available:

- 15-Min - **Worth Noting**
- 30-Min - **Training on this 1 thing**
- 60-Min - **Information Immersion**
- 90-Min - **Industry Alignment Workshop**





SOFT SKILLS

NEXTGEN PERFORMANCE



WELLBEING IN THE WORKPLACE

The world we live in is increasingly fast paced with a lot of change, challenge, and stress. Since COVID, on average more people are more stressed more of the time.

Work is a key part of our lives. The impact work and the workplace has on wellbeing is increasingly in the spotlight.

According to a recent study, 69% of people said 'their managers had the greatest impact on their mental health', on par with their partner.

The escalation of mental health problems and stress are creating a new challenge and opportunity for employers.

Empowering staff to boost their own wellbeing and promoting a culture that engages staff and makes work meaningful offer an effective strategy for addressing and strengthening wellbeing and sustaining high performance and growth in the current environment.

Happier employees are shown to be more focused and productive which add to the culture and success of a business.



**'Culture eats strategy for breakfast'
Peter Drucker**

Company culture is the shared values, beliefs, attitudes, behaviors, and norms that shape the work environment and interactions within an organization.

It is the collective personality and identity of a company, influencing how employees collaborate, make decisions, and engage with their work.

Great company culture means employees and managers handle pressure well, respond creatively to challenges, and treat each other and clients with respect. Healthy cultures thrive when everyone finds purpose in their work, feels psychologically safe and energised, and collaborate effectively to solve problems.

A robust culture is essential for implementing even the most brilliant business strategies.

Culture

People

People are the lifeblood of any organisation.. Richard Branson is not wrong: "If you look after your staff, they'll look after your customers. It's that simple."

People represent the core of a thriving company, combining hard skills and expertise with soft skills like emotional intelligence, integrity and resilience. They are adaptable and perpetual learners, ever-evolving to disrupt and conquer emerging challenges in the market place.

Wellbeing enables them to sustain the engagement, creativity and productivity needed to maintain a healthy culture and drive growth and excellence.

Valuing people is not just a corporate ethic; it's a strategic imperative and the cornerstone of a profitable and sustainable business.



A low-angle photograph of a person's legs from the knees down, wearing dark athletic leggings and black sneakers with white soles. The person is standing on a light-colored, textured surface. The entire image is overlaid with a semi-transparent teal color. At the bottom, the text "AWAY DAY+ 13 WEEKS" is written in a bold, yellow, sans-serif font with a black outline.

AWAY DAY+
13 WEEKS

CREATING CLARITY - IMPLEMENTING REALITY

Away-Day-Plus-13-Weeks

We go into your Away Day with a quality sketch of what you want in the 13th week post Away Day.

The Away Day is used to facilitate the convergence of People, Culture and Business to best support your firm's goal of achieving that 13 week milestone.

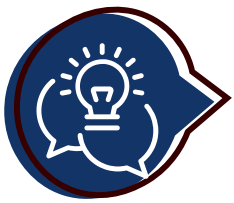
In the last 60-minutes of the day, we will distill the High Valued Actions needed, in order of priority, with a dedicated SPOC for each swim lane, supported by relevant stakeholder groups... to inform the 12-week plan, that prepares you to level up by week 13.



**Clarity produces focus.
Focus allows for meaningful
action that makes
momentum possible.**

AWAY DAY TIMELINE SAMPLE

PRE AND POST
AWAY DAY



12 WEEKS OUT

Company input on questions (pg 19)
Venue shortlist
Facilitators booked
General idea of Away Day plus 13 weeks out looks like
Participants invited



8 WEEKS OUT

Venue booked, dietary requirements organised
Purpose, People, Deep/Broad focus - all confirmed
Internal comms plan in play
1-to-1 interviews organised and booked
Away Day plus 13-weeks sketch in draft form



4 WEEKS OUT

Detailed Sketch of what *Away-Day-plus-13-Weeks* looks like
Away Day priorities confirmed, Program draft finalised
Internal comms
1-to-1 interviews taking place.
Personality profiling happens



1 WEEK OUT

Internal comms
Printed collateral out for delivery
Site visit

NextGen Away Day

1 WEEK POST

Single Point of Contact (SPOC), supporting stakeholder groups kick off meeting. Project Plans made, 12-week meeting scheduled booked, potential red flags assessed.



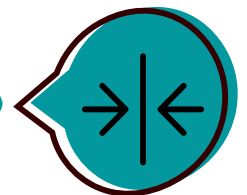
4 WEEKS POST

Project Management of deliverables ongoing.



8 WEEKS POST

Course Correction, Potential Red Flags raised, Progress presented,



13 WEEKS POST

Results achieved, progress to be made (progress celebrated and communicated) & lessons learned



**Talent wins games,
but teamwork and
intelligence wins
championships.**

-Michael Jordan



INSPIRATION

INSPIRATION

TO DESIGN AN EFFECTIVE NEXT GEN AWAY DAY

CULTURE QUESTIONS

1. What 3 things have we noticed most about our people in last year?
2. Describe the time when: - Productivity was highest? - Ran longest? - Noticeably Tapering Off?
3. When it comes to workplace Wellbeing, this firm could be described as: (1 to 3 sentences)

START HERE

Invite a selection of colleagues to help you Audit and Assess the current state of the firm in the areas of business, culture, people. From here, you will have the ingredients to sift through to inform your NextGen Away Day. Use this guide to inspire your own version.

You want 3 to 5 months to plan an Effective Away Day allowing for pre-work to be made complete: For example: 1-to-1 interviews, sharing of documents, participating in audits & assessments, all to inform (or validate) the key priorities and thus inform the agenda for the day.

PEOPLE QUESTIONS

1. Who is ready to level up?
2. Who is next for promotion?
3. Who would cause the most impact if they left the business next month?
4. Who wants to be managed out of the business?
5. Which 3 people positively impact the bottom line the most? Why?
6. Which 3 people would perform better if they had the right support?
7. What changes do we expect in the next 3 to 6 months and who (how?) will that most impact on the team?

COMPANY QUESTIONS

1. Where are we going?
2. How are we getting there?
3. The 3 key obstacles in our way? (internal)
4. Participating Stakeholder Groups...?
5. The Depts. that contribute most to profit?
6. Responsible, Accountable, and Supporting?
7. High level SWOT to reflect today?
8. What are Regulatory related benchmarks?
9. Where is the company not yet aligned?
10. Probability of meeting annual growth targets?

ABOUT NB3

In an era of rapid change and relentless competition, it is vital to optimise performance simply to stay in the game.

Our small but formidable team of experts enable you to align your Business, Culture & People to achieve NextGen performance that drives business goals.

We blend human behaviour, neuroscience and solid business acumen and expertise to provide a framework that is a catalyst for growth.

Our Areas of expertise include:

#Human Behaviour #ChangeManagement #BusinessTransformation
#Product Development #BusinessStrategy #CyberSecurity #Leadership
#Conflict Resolution #PolicyDevelopment #MarketIntelligence
#Wellbeing #Compliance #RiskManagement #WorkplaceCulture



Shannon Eastman 

A serial entrepreneur profiling human behaviour on 3 continents - North America, Europe and Asia



Calodagh McCumiskey 


14 years in crisis management as a disaster recovery specialist in Asia and Africa.



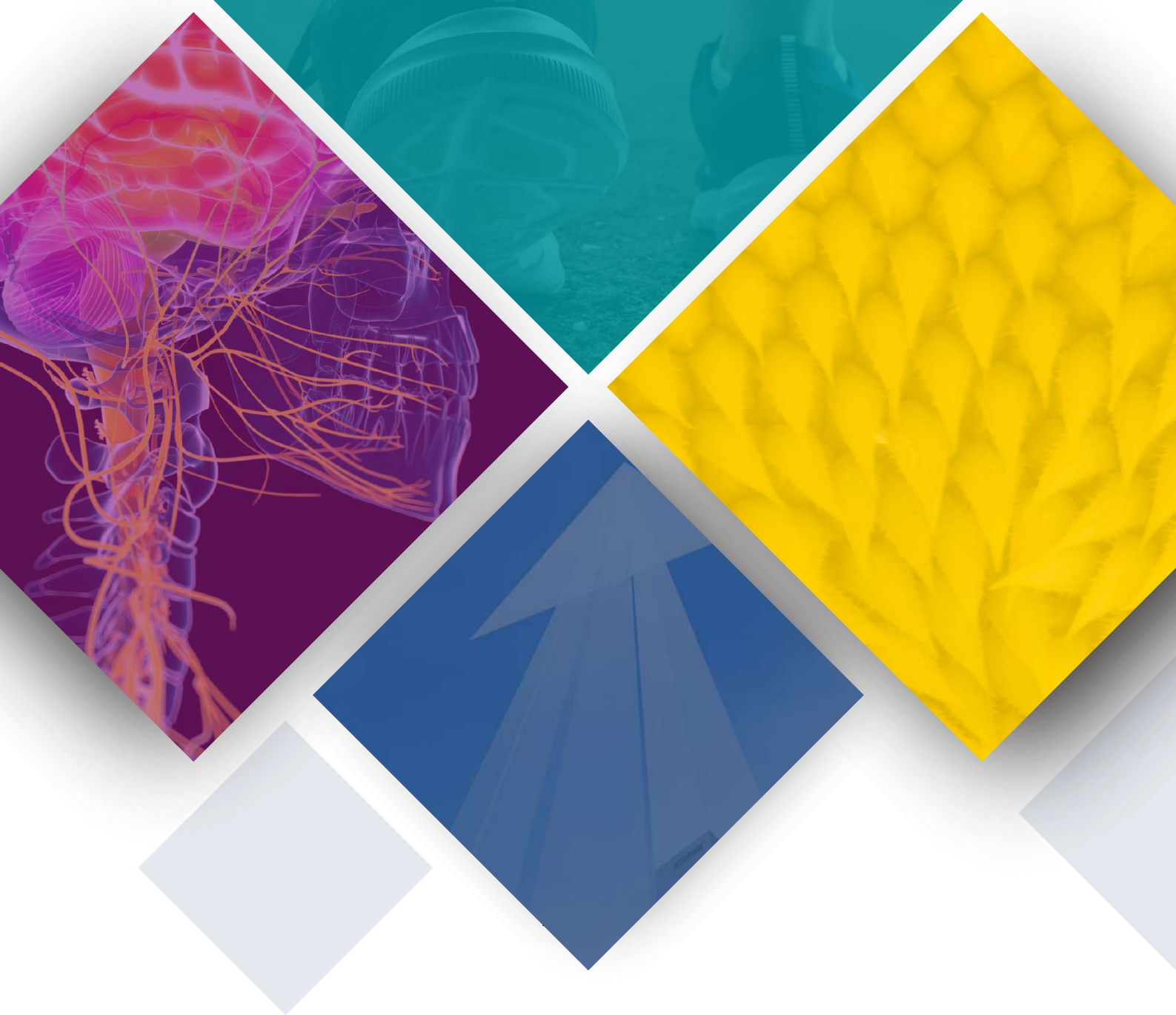
Sam Glynn 

A very rare bird: a techie with business acumen who can speak plain English.



Leo Cullen 

Represented Ireland in the Drafting of International Trade Rules and Policies.



FREE WORKSHOP

NB3.io/nextgen-performance

A 45-Minute Free Workshop to sketch out a way forward
for your company, now.

**NextGen Performance
is the ability to bring
complete clarity, that
gives rise to focus, so
meaningful action and
alignment happens,
that moves everything
into momentum.**



NextGen Performance

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