



LivingTeams

AN EXPERIENTIAL LEARNING PROGRAMME
TO IMPROVE TEAM PERFORMANCE AND ENJOYMENT



BUSINESS RETREAT IN ANDALUSIA | SPAIN

A photograph of a garden path leading to a house. The path is paved with stone tiles and is flanked by white walls. On either side of the path, there are raised garden beds filled with various green plants. Several black metal arches are placed over the path, creating a series of covered walkways. In the background, a white house with a tiled roof and a stone wall is visible. The scene is bright and sunny, with shadows cast on the path.

THE PATH TO MORE PRODUCTIVE, ENJOYABLE TEAMWORK



For many people work adds meaning to their lives. Working in an organization means working in teams. Good teamwork, with everyone working in alignment together, leads to increased performance, satisfaction and well-being for all team members.

Teamwork and meetings can sometimes be unproductive and demoralising for participants. Some team members might show low engagement, while others monopolise the conversation in order to boost their egos. Surely there's a way to add more meaning to teamwork and increase your team's joy in working together.

IMPROVING TEAMWORK IN A PEACEFUL ENVIRONMENT

Living Teams is a one-week programme that helps teams and individual team members increase their performance and enjoyment in working to achieve common goals. In the peaceful environment of the El Olivo business retreat in Andalusia, Spain, you will come to better understand how teams really work and what leadership is required from each team member. Participants will improve their individual well-being and leadership skills, benefiting the team as a whole.

THREE PILLARS OF PRODUCTIVE, ENJOYABLE TEAMWORK

Living Teams brings together established techniques and frameworks to form three inter-related pillars. The programme uses experiential learning: a small amount of workshop teaching and a large number practical exercises. By working on the individual self, team members will improve their leadership skills, enabling them to contribute to enjoyable, successful teamwork leading to increased well-being for everyone.

WELL-BEING

Successful performance in a fast-paced environment requires your keen awareness, resilience and energy. But under stress, the mind swings between clinging to painful past experiences and anticipating negative future outcomes. This can make you feel isolated and uninspired, inhibiting your sense of well-being and happiness.

Based on the Art of Living philosophy, you will learn how to take better care of your body and mind. We provide frameworks and tools to manage the mental and behavioural habits that feed stress. You will practise yoga, meditation and breathing techniques that help silence inner chatter and foster greater mental clarity and agility.

You will learn how to manage your intellect and memory to improve listening and achieve connectedness with others. You will also discover how ego and emotions affect your interpersonal relationships and environment. The result is greater health, happiness and productivity.

LEADERSHIP

Business magazines and scientific journals are full of articles that identify a wide range of traits that successful leaders need to have. These articles often give the impression that a successful leader is some sort of superhero. The fact is that leadership is actually a common attribute.

Using the Co-Active Leadership Model of the Coaches Training Institute (CTI), Living Teams offers a new perspective on leadership. Here, leadership is about each team member taking responsibility for what is needed in the system. This type of leadership goes beyond ego.

By shifting away from one-dimensional leadership, team members will understand that they are capable of different leadership roles based on their skills and the situations in which they lead.

TEAMWORK

Working with the Relationship Systems Intelligence model developed by the Centre for Right Relationships (CRR Global), you will become aware of what's needed in particular situations. This is not only based on understanding the dynamics within your team or organisation by listening to colleagues. You will also develop sensitivity to the dynamics around your team or organisation as whole.

With greater self-awareness, mental clarity and emotional intelligence, you will learn to use authentic communication to build trust and create a safe environment in which team members can take risks and make mistakes. This fosters better cooperation and results.



TAILORED PROGRAMMES

The one-week Living Teams programme is conducted at El Olivo business retreat in Andalusia, Spain from September to June. The programme is partly tailored to the requirements of participants and includes the following elements. Depending your requirements we can invite co-facilitators.

- *Spiritual reflection* • *Well-being exercises* • *Two off-site events related to well-being, leadership and teamwork*
- *Training sessions in well-being, leadership and teamwork* • *Practical exercises* • *Follow-up.*

SAMPLE SCHEDULE

DAILY

09:00 – 09:45	Yoga and meditation
10:00 – 13:00	Art of Living Happiness Programme
13:00 – 14:15	Lunch & nature walk
14:15 – 15:45	Focus on Leadership
15:45 – 16:00	Tea break
16:00 – 17:30	Focus on Teamwork
17:30 – 18:00	Closure of the day
Evening	Dinner & activity

Remember: *All experiential learning, meaning just a little bit of teaching and a lot of doing*

DAY 1 EVENING Arrival, welcome dinner & activity

DAY 2 THEME Value of Breath & Managing the Mind, Introduction to Co Active Leadership, 5 Ways to Lead & self awareness, Introduction to Team as System & exercise

DAY 3 THEME Keys to Happiness, Focus on Leader from the Field & Designing Team Alliances

DAY 4 THEME Beyond Ego, Focus on Leader Behind and Team Alignment

DAY 5 DEPARTURE

TECHNIQUES AND FRAMEWORKS

The Art of Living is an educational and humanitarian movement founded by Sri Sri Ravi Shankar. Operating in 155 countries, its goal is to uplift people by reducing stress and develop leaders so that human values can flourish in people from all walks of life.

The Co-Active Leadership Model was developed by CTI, a global coach training and leadership development company.

Relationship Systems Intelligence was developed by CRR Global whose flagship professional training programme, Organization and Relationship Systems Coaching, offers cutting-edge training and tools for coaches and consultants throughout the world.

ABOUT LIVING TEAMS



Living Teams has been developed by Judy van Zon, an ICF-accredited coach, faculty member of CTI and CRR Global and teacher for the Art of Living. In designing the programme, she and her partner drew on a wealth of experience working with teams in companies and organisations throughout the world. They also have access to a wide network of professionals.

In our experience, many teams and meetings waste time and only partly achieve their objectives due to lack of leadership by team members and the inability to reach beyond one's ego. We strongly believe in the enormous potential for improving the experience and output of teamwork in organisations.

"I started my company with a great deal of passion last year. But although my heart and soul were in the company, it wasn't 'flowing'. To get an insight into why, I asked Judy to use her expertise in system constellations to work with my employees for a day. What we learned were the things that were invisible. By making them visible we could make important choices and decisions. Judy's work is characterized by a nice balance between intellect and intuition, between head and heart, with respect and attention for everyone in the team."

Corporate client in the Netherlands



EL OLIVO

El Olivo is a boutique business retreat located in a renovated farmhouse on a hill near a historic village in the province of Cadiz in southern Spain.

The retreat has been created as a tranquil place to conduct training programmes and coaching in personal well-being, leadership and teamwork for teams and individuals in an open, friendly and relaxed atmosphere away from home.

El Olivo can be easily reached from throughout the world. Please find as separate attachment your best travel options, using the airports of Malaga, Seville or Jerez de la Frontera.

We can advise you on accommodation and dinners at one of the hotels in the village within walking distance of the retreat.



FOR MORE INFORMATION

To find out more or organise a programme for your team, please contact:

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or call Judy van Zon on +31 615418700





EL OLIVO

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