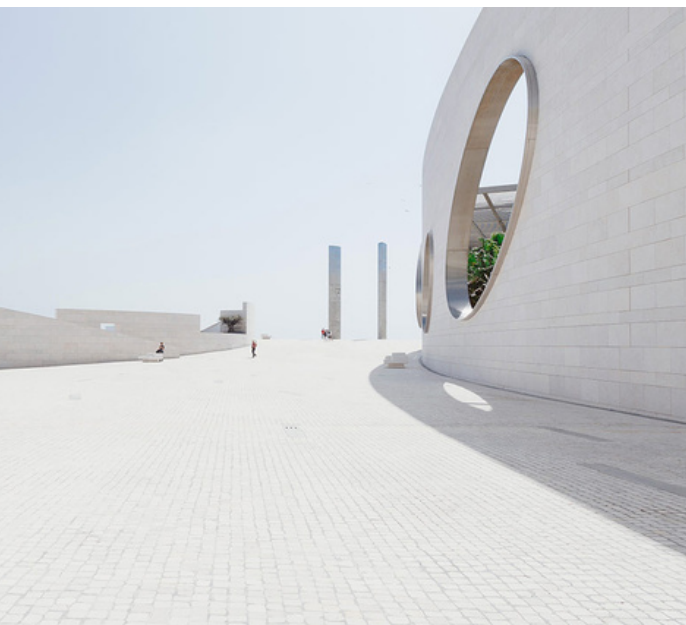




Vivica Partners
Outcome-Based Offsites



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INTRODUCING A MODERN ETHOS FOR LEADERSHIP OFFSITES

We've upgraded the traditional leadership offsite experience.

Here are three of the ways we work differently:

1. We focus on outcomes versus a standard agenda
2. You place your trust in us to blend the art of coaching with the science of research-based strategies and structures
3. You get to walk away with tangibles, actionable takeaways, and cohesive team clarity.

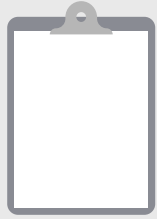


I CREATED VIVICA PARTNERS TO
ARCHITECT A MODERN APPROACH
TO SOLVING SOPHISTICATED
PROBLEMS.

I'M ON A MISSION TO CULTIVATE A
CULTURE THAT REIMAGINES HOW
WE WORK AND LIVE.

BECKY THALMANN
FOUNDER, VIVICA PARTNERS

TRADITIONAL OFFSITES



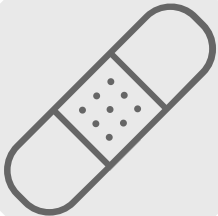
AGENDA-DRIVEN

Makes you wonder: How much time are the agenda versus deciding what outcomes to take on?



STALE SLIDES

Makes you wonder: This could have been an email update, right? And why is every presenter building out templates from scratch?



BAND-AID SOLUTIONS

Makes you wonder: Is this really going to solve the root problems and creates systems for change?



NO TIME FOR AIR

Makes you wonder: If some of the most important discussions and voices are not getting the airtime they deserve. Why do we have to pack so much in and white knuckle it?

A line-art icon of a seal with the number 1, enclosed in a light gray circle. A vertical line connects this circle to the one below.

#1

DOING IT MYSELF

Makes you wonder: Why am I managing the whole f'ng offsite? I don't have a lot of time but how do I make this offsite a success?

OUR MODERN APPROACH



GROUNDING IN OUTCOMES + ARTIFACTS

Staying focused on outcomes (versus a static agenda) drives tangibles, takeaways, and cohesive clarity.

ROOM TO BREATHE

Creating thoughtful opportunities to live in the moment allows meaningful conversations and connection, digging into dynamics, removing barriers, and addressing the limiting beliefs that keep you living in the endless status quo and getting the same returns.

ARTFUL ENGAGEMENT

Dynamic and energizing structures to inject vitality balanced with holding space for the hard conversations you've been avoiding as well as your unique company culture, vision, and voices.

360-DEGREE SUPPORT

We align on new processes and systems to ensure efficiency and sustainability. Who is going to do what, by when, and how?

FACILITATED BY A G.O.A.T.

Our robust career experience, certifications, training, and tools blended with our "it's not about me" philosophy means you're in good hands, but won't have to deal with any annoying horn-tooting.



WHAT TO EXPECT

HOW TO DECIDE IF WE ARE FOR YOU

OUR MODERN OFFSITE IS FOR YOU IF...

- You identify as an innovator
- You know in your bones that the status quo isn't cutting it
- You have a vision but need the guidance and tools to get there
- You can release control and trust an expert to drive outcomes
- Your people are ready for something more meaningful
- You feel a connection to our [Partnership Commitments](#)

A TRADITIONAL OFFSITE IS FOR YOU IF...

- You want to have control over every aspect of the planning and want the outcomes to feel predictable
- You want someone else to tell you what to do
- You are looking for a plug-and-play system
- You want to focus on the problems or small decisions rather than dive in and do the deep work
- You adore a good deck

OFFSITE PROCESS

CREATING A DYNAMIC
HIGH IMPACT EXPERIENCE

PRE-OFFSITE

KICK-OFF MEETING

Kick off meeting with leader to define offsite outcomes 3-4 weeks in advance.

ALIGNMENT MEETING

Align offsite participants to gain buy in on the outcomes and offsite approach

FINAL CHECK IN

Final systems check in to review logistics, questions etc.

OFFSITE

POST-OFFSITE

FEEDBACK SURVEY

Solicit feedback from the participants to measure outcomes and impact

OFFSITE WRAP-UP

Leadership team the Offsite Wrap Up (notes, whiteboards+ Als), survey feedback recap

REGROUP MEETING

4-6 week post-offsite meeting to ensure accountability and implementation.



TESTIMONIALS

WHAT OUR CLIENTS SAY

"Thank you so much for your thought leadership, patience, and investment in my team onsite this week. This 2.5 hour session was critical for us to come together, share important personal and professional reflections. This time was important to ensure we understand our goals and challenges and so we can support each other as we look ahead to the WFH reality into 2021."

"Our team is better prepared and supported because of your leadership."

"Thank you so much for organizing and leading such an impactful session with our Global team. Your expertise in facilitating a productive forum to identify behaviors we want to leave behind and behaviors we want to move toward, with commitment and purpose, was exactly what we needed as a team."

"Having Becky as an outside expert facilitate the gathering enabled us to remove ourselves from the personal ties to the situation and identify somewhat objectively what was happening as a team."

"A particularly big breakthrough was when a team member called out that they felt in competition with one another and that in order to move in the direction we want to go in we need to stop doing that."

"She did an absolutely amazing job planning our team's offsite this week with a relevant and productive agenda. She kept us on track with time and discussion topics and organized fun team bonding time."

"In all honesty, I don't think I have been in a meeting where everyone actually paid attention the whole time - especially for 2.5 hours. It says a lot about the session and the people that participated."



ABOUT BECKY THALMANN

FOUNDER, CERTIFIED COACH,
LIFE & BUSINESS STRATEGIST

Becky Thalmann's 18-year career is dedicated to partnering with leaders, teams, and companies to maximize their impact. She is a courageous cancer survivor on a mission to enable leaders to thrive beyond surviving – whatever that looks like for them. She founded Vivica Partners to deploy her human behavior, business strategy, and mindset experience to drive sustainable results.

She spent almost 10 years at Google in a variety of roles leading global partnerships, fostering team effectiveness and building high performing leaders. Most recently, she was Head of Leadership Enablement at Google for people leaders that drive customer success and \$135B in Alphabet revenue. She led the design of The Google Way of Coaching - a highly acclaimed program that builds leader's coaching skills and drives culture change. In prior roles, she led partnerships with top CPG and travel brands solving complex business challenges and developing global marketing strategies.

Becky is a Certified Professional Coach through the Institute for Professional Excellence in Coaching (iPec). Becky expertly reveals people's strengths to blast through challenges and mastermind powerful endeavors. She is an Energy Leadership Index Master Practitioner and earned her bachelor's degree in marketing and entrepreneurship from the University of Dayton.

Becky is a proud daughter of an entrepreneurial immigrant who realized the American Dream and grew up in a large family of many more entrepreneurs that greatly defined her destiny and drive today. She partners with smart, driven entrepreneurs and founders who want to change the world through their businesses.

She is a sister, wife, mother, cancer survivor, friend, and relentless supporter for all the people in her life's orbit. She loves to laugh (always), enjoy margaritas (occasionally), organizing and purging (anytime), and traveling near or far (any chance she gets).

INVESTMENT STRUCTURE

YOUR MODERN OFFSITE INCLUDES:

Our approach is thorough and tailored to each client.

We usually spend one hour preparing for every hour of offsite work, both before and after. This means for a one-day (8-hour offsite) we dedicate 8 hours to pre-work and 8 hours to post-work.

Pre-Offsite	During Offsite	Post-Offsite
<ul style="list-style-type: none">• No time burn or bracing yourself• Offsite design driven by an expert• Kick-off and final prep meeting• Participant alignment on outcomes.	<ul style="list-style-type: none">• Expert facilitator, time keeper, real time agility• Show up as yourself to enjoy the experience• Observe your team and fully participate.• No worrying about time or outcomes.	<ul style="list-style-type: none">• Set up for success with tangibles and alignment• High value survey results with data mining• Polished write up of AIs, whiteboards, discussion.• Regroup meeting in 4-6 weeks for accountability

INVESTMENT IN TIME AND OUTCOMES:

Standard pricing below is for a signed agreement 3 or more weeks prior to offsite date. A 20% fee for expedited service for an offsite less than 3 weeks in advance.

Travel fees apply for an in-person offsite beyond the Chicago area.

1 DAY OFFSITE

Starts at
\$14,000

Vivica Partners
invests roughly
20 hours

2 DAY OFFSITE

Starts at
\$28,000

Vivica Partners
invests roughly 40
hours

CUSTOM OFFSITE

Contact us for
custom pricing if
your needs are
not covered.