

# ACCELERATING YOUR STRATEGY

## Senior Leadership Retreats



### CHARTING THE FUTURE: LEADERSHIP RETREATS FOR A HIGH-IMPACT ORGANIZATION

The Partnership for Public Service supports senior leadership teams through every phase—whether it’s a new administration or recently formed team, a team looking to reset or a leadership team looking to optimize their remaining time and leave a lasting impact. We have extensive experience designing and facilitating high-impact retreats that bring senior leadership teams together to align on vision and priorities, build trust, strengthen collaboration and drive innovation. Our approach ensures leadership teams form, adapt and close out strong with clarity, unity and purpose in service to their mission.

Partnership-led retreats are designed around the challenges, opportunities and dynamics of each leadership team. Leaders leave these retreats with a shared understanding of the strategic vision, clarity on one another’s roles, alignment on short-term and long-term priorities and a renewed commitment to serving the public good.



#### Our Approach

A typical retreat consists of a one or two day in-person convening, with vital planning steps and follow up. The ideal planning period is eight weeks. The Partnership will work continuously with leadership throughout this process.



#### Establishing Goals

To start our collaboration, the Partnership will meet with leadership to better understand the culture, current state of the team and leaders’ desired outcomes for the retreat. Learning about team dynamics, challenges and goals informs the design of the retreat. We will work closely to set appropriate goals and objectives that can be communicated to participants.



#### Topics

Topics may include a subset of the following and/or other areas of focus:

- Aligning around values, vision, mission and strategic direction.
- Identifying team norms and approaches to improve communication and collaboration.
- Establishing short- and long-term priorities and agreeing to concrete actions for achieving them.
- Strengthening the management framework to clarify roles, responsibilities and decision-making to create shared accountability.
- Navigating transition at an individual and organizational level.



#### Pre-work

The Partnership recommends conducting a brief survey for all participants to gather diverse perspectives. Where possible, we also recommend conducting 30-minute one-on-one interviews with key participants to gather more detailed information. We will then meet with designees to brief them on the findings. Themes are shared with the group while respecting confidentiality.



#### Evaluation and Debrief

The Partnership will share evaluation results and themes that emerged from the retreat and strategies for building upon the commitments during the retreat. The Partnership will also deliver a report that captures the outputs from the retreat and our recommendations to sustain progress.



#### Optional Ongoing Support

The Partnership recommends a series of follow-up activities for highest impact, including ongoing touchpoints to sustain momentum and accountability and individual and team coaching.



## WHY THE PARTNERSHIP?

The Partnership for Public Service is a nonprofit, nonpartisan organization that believes good government starts with good people. We help government serve the needs of all Americans by strengthening the civil service and the systems that support it. We have trained more than 50,000 public servants over the last two decades. Our programs are designed around our proprietary Public Service Leadership Model, which sets the standard for effective government leadership and enhances leaders' abilities to engage the workforce, manage change, think strategically and lead transformation and innovation. Our team of executive facilitators and coaches have extensive expertise in organizational design, government leadership and transforming teams, and have facilitated dozens of retreats for the senior-most officials in state and federal government as they navigate pivotal inflection points.

## EXAMPLES OF PAST WORK



During the pandemic, the U.S. Department of Health and Human Services, led by Secretary Xavier Becerra, faced the immense challenge of managing the COVID-19 crisis. The Partnership delivered retreats to help Becerra and his team align on strategy, strengthen collaboration and identify actionable steps—such as leveraging community-based partnerships to expand access to affordable care in underserved areas.



In 2023, the IRS and the U.S. Department of the Treasury needed to transform the agencies' operations, structures and leadership to implement the Inflation Reduction Act. The Partnership supported this transformation through a cross-organizational summit and ongoing workshops with Commissioner Werfel's team that set priorities, built collaboration across leadership and generated innovations like the taxpayer report card.



From 2022-2023, the Partnership worked with Secretary Buttigieg on a retreat series to help guide the U.S. Department of Transportation strategy for implementing the Bipartisan Infrastructure Law. The sessions were vital in helping leaders achieve their goals and implement grants totaling nearly \$1 trillion. We also continued to guide their team following crises such as the East Palestine train derailment.