



Business Retreats

Program & Facilitation Services

Call 707-887-8488 for a complimentary exploratory conversation!

Business Retreat and Team Building Programs

Off-Site Programs for Business Owners, Executives, Managers and Work Teams that enhance work relationships and business outcomes

- **Create a sustainable positive impact on your organization's day-to-day business operations and long term goals**
- **Tap into the creativity and enthusiasm that each participant can offer to your workplace**
- **Facilitate healthy workplace relationships based on authenticity and well being**

Business Development Resources offers a variety of Business Retreat and Team Building Program Topics along with **planning and facilitation services** for their delivery. The topics offered address common workplace challenges and often provide missing pieces that promote healthy work relationships, accountability and consistent results.

Program Format

- BDR typically offers 1-3-Day Program formats
- Program format, topic and duration are customized to the needs of the group
- Follow-up coaching is also available to deepen and extend the organizational impact of the retreat

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Interactive Experiential Programs

A variety of indoor and outdoor experiences that impact individual and team effectiveness with the focus on:

- Problem solving
- Risk Taking
- Communication
- Trust
- Leadership
- Personal Accountability
- Collaboration
- Cooperation

Sample Menu of Program Topics

- **Frustration Transformation**

A way to transform any business frustration into a system solution

- **Life Vision/Business Vision**

The foundation for healthy work relationships and business success

- **Leadership Launch Pad**

Leadership tools for emerging leaders; a leadership model that inspires others to join the leader's vision

- **Empowering Work Relationships & Team Accountability**

Tools for healthy work relationships and predictable outcomes

- **Operating Standards**

Clarity that creates shared expectations about day to day business operations

- **Business Infrastructure Building - The Foundation for Success**

The organizational strategy/business framework needed to fulfill the business vision

- **Key Progress Indicators**

The indicators that measure your progress toward the fulfillment of your business and team vision

- **Company “Board” Meeting**

Strategic Update Meeting to measure progress and set goals for the upcoming quarter/year

- **Target Market Definition & Marketing Positioning**

The foundation for defining your most profitable customers and how to position your products and services to attract them

- **Marketing Implementation Action Plan**

A plan that ties marketing activities to the goals of the business vision

Sample Outdoor Activities that Build Skills and Support Program Goals

- **Line-Up**

How individuals perceive themselves within the group structure

- **Helium Stick**

How a team deals with a frustrating challenge

- **Trust Sequence**

Exploring how to create a safe environment that promotes trust

- **Tanagram**

Creating order out of chaos; how leadership emerges through teamwork

- **Star Shape**

Working collaboratively to produce a desired result

- **Blindfold Squares**

Communicating a vision and cooperating to accomplish it

- **Spider Web**

Collaborative risk taking in an environment of personal accountability

- **Tumbler Walk**

Cooperating to achieve a goal in a risky situation

- **Turn the Tarp**

Creative problem solving that requires complete cooperation

About Business Development Resources

Business Development Resources is a business coaching, consulting and training company dedicated to well being, authenticity and inspired living for success in business and life.

Services are delivered by telephone, online and in person nationally and internationally.

Summary of BDR Services

- Executive Coaching for CEOs and Managers
- Business Retreat Program Development and Facilitation
- Business Infrastructure Building
- Resonance Leadership Retreats (with horses*) **on the ground, not riding*
- Life and Career Transition Services
- Management and Leadership Seminar and Workshop Facilitation

BDR Products

- Empowering Work Relationships Management Development Toolkit
- Empowering Work Relationships Management Development Workshop
 - Participant Binder
 - Facilitator Binder
- Leadership Launch Pad Workshop
 - Participant Binder
 - Facilitator Binder

Program Facilitators



Janice Drescher
Owner of Business Development Resources
Senior Program Facilitator

Janice Drescher has been described as having the “unparalleled ability to keep a group focused and on track to achieve the desired result”. She has more than 20 years of experience as a Business Coach, Life Transition Coach, Training Developer and Facilitator, helping clients put the missing pieces in place that establish the foundation for business and personal success. She combines creativity, passion and expertise to inspire her clients to improve their results and reconnect with what’s important to them.

Janice has an advanced degree in Curriculum from Stanford University (Ed.S.), an MA in Teaching from Wesleyan University in Spanish and Education, and a BA in Spanish from Simmons College. After a 13-year teaching career, she spent more than a decade coaching business owners at The E-Myth Academy. During her tenure, she developed

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many of their training and consulting services as Vice President-Consulting and Training Services. She played a key role in the development and rollout of the Certification Program that licensed Certified E-Myth Consultants around the world.

In 1999, Janice founded *Custom Training Development*, now known as *Intentional Leaders*, in Sonoma County, CA, to help business owners meet their life and business goals. In 2006, she acquired Business Development Resources, a business coaching and consulting firm that she had been associated with for several years. She currently works with clients across a wide range of industries and professions, helping business owners achieve their vision by building strong foundations in the areas of leadership, marketing, management, organizational and employee development. She conducts management and leadership seminars and workshops for such organizations as California Human Development, the Humane Society of Sonoma County, and the DC Small Business Development Network at Howard University. Because of her bilingual ability, Janice is also able to utilize her coaching and language skills with Hispanic business owners.

Janice has pioneered the development and delivery of programs that guide people in discovering their life purpose and the impact it can have on their personal and professional lives. Her **“Empowering Work Relationships”** and **“Leadership Launch Pad”** toolkit and seminar products ensure strong leadership, healthy work relationships, accountability, and shared expectations in the workplace. According to one of her clients, she “immediately gained the trust of the group in an authentic and meaningful way toward the achievement of the goal.”

Most recently she has created an innovative leadership development program with horses called **“Resonance”** for business owners, work teams, managers, and individuals. By interacting with horses with clarity and focus, participants learn how to express strong and inviting leadership that attracts the interest of a horse at liberty (free of equipment), based on well being and trust. The experience with the horses offers core leadership concepts that can be transferred to all relationships.

Janice lives in Sonoma County and enjoys spending time with animals, a life-long passion. She loves to play with horses at liberty and spends much of her free time learning their language of non-verbal communication, experiencing the joy and adventure of being with horses in this amazing dance.



Sally Churgel
Experiential Facilitator

Sally Churgel has been an experiential trainer for 20 years. Her background includes management of private business and not for profits, training, education, counseling and writing. She owned and operated her own company, Four Winds, Inc., from 1988 until 1998 providing team building, leadership and personal development programs for over 40,000 people utilizing portable experiential activities and ropes courses. Sally has worked with multinationals, utility companies, and high tech firms, as well as, small businesses.

She earned a Bachelor's degree from University of California at Davis, a training certificate from Sonoma State University, and is a certified Integrated Awareness® teacher.

Sally has a passion for the transformative. With her work as an Integrated Awareness® teacher, she uses processes that facilitate re-discovery of forgotten movements, or discovery of movements never attempted. She sees people privately in the bay area and teaches classes nationally.

Sally's clients have expressed appreciation for her keen facilitation, creativity, and use of storytelling and humor in her programs.

Sally convened the 1998 international conference for the Association of Experiential Education (over 1300 attendees). She has served on the boards of Ocean Song Farm and Wilderness Center, North Bay Chapter of American Society of Training and Development, and Connections, a Forum for Women in Business.

Testimonials

2-Day Retreat Testimonial

Determined to create organizational cohesiveness, I employed Janice to facilitate the development of a Counseling Philosophy for the DC SBDC Network. Janice immediately gained our trust as she engaged the group in an authentic and meaningful way toward the achievement of our goal for the on-site.

Janice has an unparalleled ability to keep a group focused and on track to achieving our desired result. She is incredibly knowledgeable about the tools necessary to create an organizational culture where enhanced relationships and an environment of well-being, empowerment and accountability are the norm.

Henry Turner – Executive Director – DC Small Business Development Center Network, Washington, DC

5-Day Leadership Retreat Testimonial

I hired Janice Drescher to develop and implement the California Human Development's 20th Jayne Ruiz 5-Day Leadership Training Seminar. I was delighted with the results of the Leadership Training. Janice demonstrated endless spirit, passion and dedication to the 12 participants. She just kept giving and giving.

Janice has the ability to lead people to their potential and encourage them to express it. She is dedicated, well organized and thorough. I told Janice at the end of the seminar that I thought this was among the best if not the best of the 20 seminars we've had over the last 20 years.

George Ortiz – Executive Director - California Human Development

"My new leadership goal, now that I know what leadership is, is to use my style of leadership to empower others."

Participant – 5-Day CHD Leadership Training Seminar

"...helped each person's unique gifts to emerge and taught us how to work together with respect and love."

Participant – 5-Day CHD Leadership Training Seminar

"My new leadership goal is to draw the brilliance and beauty out of everyone."

Participant – 5-Day CHD Leadership Training Seminar