corporate walks

engaged + positive workforce

STOP !
RECONNECT !
TAKE ACTION !

Unleash your team´s full potential

WHAT?

The Corporate Walks are a transformational methodology that helps to unlock the potential of your team and unleash their creativity and talent. Within a short period, your company will experience a mixture of fun, physical exercise, companionship, beautiful landscapes and the opportunity to slow down and reconnect with your best thoughts and ideas.
We work with teams and organisations that want to overcome communication and collaboration challenges in order to engage differently into business transformation.

Regardless of the duration, our goal is always the same: building high-performance teams and enriching organisational cultures. Our mentoring process focuses on refreshing your company cohesion and engagement. As work increasingly relies on collaboration and coordination and as conditions remain increasingly uncertain, the ability of your teams to sense and respond to the world, to engage their colleagues, and to align quickly to new information will undoubtedly be the most significant competitive advantage of the 21st century.

CORPORATE WALKS IS BASED ON THREE PILLARS

WALK+WALK+WALK: Physical activity is key for stress reduction, boosting the brain's dopamine, norepinephrine, and serotonin levels–all of which affect focus, concentration, motivation, memory and mood. You do not need to climb the Everest to have this: we design our program to keep both, the challenge and the enjoyment of the experience within a controlled and safe environment.

DISCONNECT TO CONNECT (BETTER): We live in a 24/7 connected world. While the benefits of this environment are countless, the noise it creates is sometimes unbearable. The benefits of time off cannot be achieved if you are not able to disconnect from your daily life for a minimum period of time. Completely. This is why we choose to go off the beaten track, for periods ranging from 1 day up to an extended weekend or a full week with a defined daily routine and totally focused in the experience.

FACILITATION: Our program creates the perfect framework to spend time with yourself as well with your team members. This is an extremely rare exercise nowadays and that most of us are not used to. We care about every moment to help you reach and benefit from the focus it creates within days. Our objective is to unleash your full potential and allow your organisation to rip off the full benefit of it.

HOW?

BEFORE THE WALK

The working process starts with a briefing from the management team to define key areas where to focus and the challenges your team and the business values the most.

Once the objectives and the participating team its defined we facilitate a group orientation session to cover physical preparation, walking gear and align overall expectations.

DURING THE WALK

Every program has a clear objective, intermediate milestones and a plan. The routes are well marked and the distances are within reach of any average adult.
We prepare all the conditions for a safe and unique experience.

During the walking we will use our proprietary methodology and aiding materials.

AFTER THE WALK

One week after the walk we facilitate an individual feedback session online, up to one hour per participant
to guarantee and clarify any questions related with the exercise during the walk and ignite an actionable personal plan.

Our standard service offering covers the preparation, the walk itself and post activity summary. Each new client engagement requires some level of customisation.

RESULTS

Clarity

Clarity of goals and priorities. In our ever changing business world, it is easy to loose track of goals and priorities. The CORPORATE WALKS program helps you to get them right again. You will gain a fresh understanding to propel the organisation into the future.

Communication

Improved communication in the team. Communication improves greatly outdoors, and by changing the pairing frequently, each team member has the chance to get in touch with all other participants. Sharing and discussing in the evening is supporting as well.

New Perspectives

It is scientifically proven, that a natural environment and physical activity increase creativity drastically and enable to find new and better solutions. Exchanging your views with fellow colleagues helps to understand and get new perspectives.

Vision

This a great opportunity to revise some of the fundamentals of the business. Why are we here? What are our values? What is our Purpose? And how do we deliver to our customers?

Team spirit

It goes without saying that even a shorter program like the One day Route or the common 3 day exercise improves the team spirit, especially when we divide in small groups of people.

Commitment & Engagement

All participants and their management report on an increased commitment and higher engagement after the programs. There is a renewed energy waiting to be capitalize !

WALKING FORMATS AND DYNAMICS

The program vary from a **One Day Route** up to an **Extended Week**. Despite the location and chosen duration all formats combine exercises and dynamics, such as:

1 - "SPEED MEETING"

In the very beginning of the walk, the participants will be assigned in pairs with the task of getting to know the person behind the colleague. For a limited time they will talk and walk to present to each other following a simple rule - they cannot talk about work ! The pairs rotate throughout the duration of the program.

2 - "THE KEY QUESTION(S)"

Based on the briefing received from the management team, a set of questions will be incorporated in a creative way (usually using scenario planning) inside a booklet. In between the "Speed Meeting" exercise it will be assigned time to walk alone and think on the KEY QUESTIONS.

3 - "THE WALKING CIRCLES"

Towards the middle of the program, in between the "Speed Meeting" rotations it will be assigned time to walk and talk in small groups in order to share and discuss the conclusions of the KEY QUESTIONS exercise. Each group produces a set of conclusions without personal references.

4 - "SUM UP"

A summary of all the answers related with THE KEY QUESTION(S) are collected and presented to the management team in a report after the end of the Program without personal references.

FORMATS

OUR PROGRAMS SUIT BETTER IN A NEARBY LOCATION OR AS AN OFFSITE PLANNED EVENT

This is an activity that suits better in a nearby location or as a plug-in to an offsite planned event.

Usually takes place between 9h30 AM and 16h30 PM (lunch included) with plenty of moments to stop and rest as well walking sections.

This is the perfect space to engage in meaningful talks with fellow colleagues on a specific topic and normally inspired by the chosen route

The Weekend format runs from Friday evening until Sunday afternoon and It is specifically designed to spark change in your organisation.

Either to reinforce what you already have been pursuing or to give you a fresh approach on what you have on your hands.

The two nights offsite allow us to choose longer distance destinations, more challenging walking routes and more opportunities to share ideas.

If you have more time available and would like to focus on some specific challenge we offer a tailor-made format.

Our goal is to refresh your company cohesion and engagement, pointing at high-performance teams and enriching organisational cultures.

From the location to the methodology to be applied we will make sure the experience will be a milestone designing the future of your organisation.

CHOOSE A DESTINATION NEAR YOUR OFFICE OR DISCOVER ONE OF OUR REGULAR ROUTES

ROUTES

Some things you can only see when there are no distractions around. The chosen location of **Alqueva Lake** is a one of a kind certified starlight destination due to its lack of light pollution, enabling sights of the stars of unique clarity.

With circular routes starting in Monte Falperras, our home base location, we will (re)discover the history of what exists under the lake and inside our mind. This route is perfectly suitable for a weekend program away from the day to day operations.

The **Via Francigena** is the common name of an ancient pilgrim route running from Canterbury to Rome.

The central European location of Geneva and the extensive airport connections makes it a perfect destination for a short break within distance.

We can start down on the valleys or up on the mountain pass depending on the challenge you want to add to your thinking.

The **Vía de La Plata** is an ancient commercial and pilgrimage path that crosses the west of Spain from South to North, connecting Mérida to Astorga.

We have flexibility to start in Ourense or closer to Santiago de Compostela, depending on how much time you want to take leveraging this milenar path of interior transformation. **You can make it a year-long project**, breaking it in two long weekends and returning after six months to finish what you start.

The magnificent **Serra da Estrela** is the highest mountain in Continental Portugal. With extraordinary circular routes starting at Penhas Douradas, we will visit glacial lagoons, deep valleys and beautiful rivers on a perfect walking destination.

At an altitude of 1500m, everything takes on a different light Take a deep breath of the crisp clear air of the Serra da Estrela. Feel the complete silence and tranquillity and let yourself be swept in by this nature that is all around you.

EXAMPLE

ONE OF OUR MOST POPULAR DESTINATIONS FOR A LONG WEEKEND IS THE PROGRAM IN VIA FRANCIGENA

DAY 01. THURSDAY
GENEVE | ORSIÈRES
You will be welcomed in Geneve and the group will be taken on a private shuttle to our starting point, Orsières, where we will have dinner, a short inspiring talk and a brief for the coming days. We sleep in a local Mountain small Hotel.
Lodging : Hotel in Orsiéres

DAY 02. FRIDAY
GENEVE | ORSIÈRES | BOURG SAINT-PIERRE
Surrounded by white peaks, with a good inclination we will stop in Liddes before we reach Bourg Saint-Pierre. We will walk the same route, where Napoleon and his 40.000 men had a stop many years before. We have dinner and lodging there.
Lodging : Historical location, Napoleon headquarters

DAY 03. SATURDAY
BOURG SAINT-PIERRE | GR. SAINT-BERNARD
Today we will tackle the Grand Saint-Bernard pass at 2450m of altitude. First we will walk the section up to Lac des Toules, before the famous tunnel to Italy, and after it is just us and the Mountains. We sleep in the famous hospice and have a final dinner to wrap up.
Lodging : Monastery du Grand Saint-Bernard

DAY 04. SUNDAY
GR. SAINT-BERNARD | GENEVE
If the weather allows, we will have a short walk up to the Lakes on the way to Val Ferret. Late morning we are heading back to Geneva via private shuttle.

BASED ON THE ROUTE, GROUP SIZE AND DURATION WE OFFER A QUOTATION TO YOUR COMPANY.

LOGISTICS

The program includes :

- A Coach and Mentor per group with extensive industry and management experience.
- Exclusive Corporate Walks methodology.
- Presentations in the evenings (Impulse talks)
- Expert guide on the chosen route.
- All transfers starting and ending in Geneva.
- Charming lodging in unique manor houses, century-old monasteries, mountain shelters and hotels.
- Breakfasts, lunches and dinners with drinks and wine included.
- Gastronomic experiences ranging from unique restaurants to family run eco-farms.
- Snacks and drinks during the walk.
- Pre-walk online briefing to all participants - group orientation session
- Exercise plan to bring your body up to speed and improve your endurance.
- Visits to local museum.
- After program individual de-briefing.
- Feedback session for Management and HR if required

Price does not include :

- Round trip airfare or ground travel to our meeting point.
- Food or drinking expenses on top of what is included.
- Personal insurance

Pre-requisites - preparation :

- General openness for new experiences
- No serious health issues
- Ability to walk about 4 -5 hours a day
- For physically challenged participants we will organise transport so they will not miss the experience
- It is advisable to follow the physical preparation plan discussed with each participant prior to the start.
- The routes are well marked, distances are progressive, and we prepared all conditions for a safe and unique experience.

João Perre Viana

Co-Founder of Corporate Walks

The concept took almost twenty years to prepare. After hundreds of walks with family, friends and their friends the Walking Mentorship was crafted step by step.

João can be described as a"glass half full" type of person. Raised in Portugal he quickly called the world his home. Finished high school in Montana, studied law and ended up selling is first company to an advertising group before the bubble burst in 2001.

Becoming a Mad Man turned out to be much better than staying in court, the best travel agency he could ever have dreamed of; first took him on a European tour (France, Germany and UK) with a pit stop to conclude an MBA in Belgium.

Later, the passion for operations, strategy, innovation and brand creation took him into Central Asia (Kazakstan), Eastern Europe (Ukraine) and Africa (Angola and Mozambique). In between, many countries; living, mentoring, working and teaching at local universities.

He his an advisory board member in different organisations and also a guest lecturer at EADA in Barcelona and Lviv Business School in Ukraine. For many years he has been a business mentor at numerous pre-accelerators, incubators and entrepreneurial programs.

Bringing 15+ years of international background, João has a strong focus in making the world of work a more human experience. He developed the Walking Mentorship, a tool to drive individual change and impact organisations from within.

Bernhard Fanger

Co-Founder of Corporate Walks

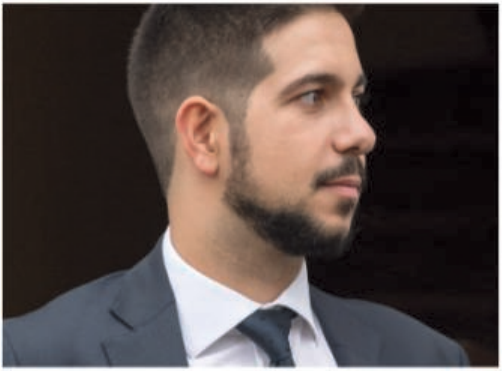
Over the last 25 years, I got more than 1.400 employees, corporate customers and individual clients in motion. In order to do so, I use analytical tools, coaching and burnout prevention methods. But most importantly, I build on my experience and on walking. Results for my clients were

· Sound decision-making and crisis management
· Avoiding the mouse traps of stress and overload
· Building more efficient and successful teams
· Increasing employee satisfaction and engagement
· Reducing employee turnover and sickness rates
· Last not least: bringing joy and fulfilment back to the workplace.

My aim is to connect the human side of leadership with measurable, positive results. Work should be a source of energy, not a constant drain or burden. Successful companies and leaders know, that they can only persist with an engaged, creative and healthy work force. They see the employees as humans as partners on a level playing field. It requires honest, authentic and constructive communication and connection.

I am a certified systemic and business coach (DBVC, ACA), certified Reiss Profile Master and hold M.Sc. degrees of Munich University and University College of London. During my professional career up to C-level and advisory board, I was heading many change management, restructuring and M&A projects.

Convinced that everyone of us can improve our society, I am engaged with Rotary International, StartSocial e.V. and Waterfilter, an initiative to bring safe drinking water to all mankind.



Edgar Gois Marta

Co-Founder of Corporate Walks

The definition of "moving forward" grew up early in Edgar's mind. In between some hamburgers' preparation in a famous fast-food restaurant and Law studies, this young man decided to take the first shot to change his studies to civil engineering design. This indestructible "building things" mindset showed him the way to pursue Business Administration studies after his first successful diploma.

Born in the middle of the Swiss Alps, Edgar had the opportunity to be surrounded by many cultures; it developed his attraction for adventure and not staying in his comfort zone. With almost all Europe visited, his feet took him to 4 continents and 30+ countries around the world. He finished his last year of Bachelor's degree in East Europe (Kraków, Poland).

Interested in new discoveries and meeting people, he developed knowledge in communication and showed a high level of organization skills and analytic thinking. His dynamism and experience in consulting projects lead him to serve as an expert on an online course about intrapreneurship developed by a Kraków University's teacher and other European Universities.

Engaged in helping others, Edgar is involved in educational humanitarian projects in Ecuador. Voracious of new adventures and innovative concepts, he joined the Swiss Junior Enterprise network and represented his national movement as an International Manager before taking the lead of organization as a President in 2018. Convinced that a human is the main strength of any kind of projects, social or business, Edgar applies his competences day by day to generate an impact.

WHAT THE CLIENTS ARE SAYING

It's difficult to find a program more physically and intellectually intense.
It looks like walking, but in the end it's thinking and crystallising the best ideas which you have in your head.
The venues are fantastic, you will find new friends and fantastic Mentor Joao, with whom spend a week is a real treasure.

Vladislav Burda
President at Family Business Network
- Ukraine -

I swear I've got muscles that weren't there just a couple of weeks ago, but I've got a smile on my face that lights me and has somehow an impact all around. My joy comes from the within, where I managed to put in good order every moment, every challenge (and there were pretty big ones), every jokes and laughs; but also the good memories from the places and the people we crossed.

Cláudia Nogueira
Managing Partner Plus / People Development
- Portugal -

Just a few hours after finishing the Walking Mentorship program I can say that something clicked. Something bigger than words can ever describe. The strategical thinking process combined with 120km ahead of my feet helped me step by step build an empire of answers for all those questions. The program had been given me time to think smart, not harder.

João Maia Dias
Head of Strategic Planning at Creation
- Portugal -

WHAT THE CLIENTS ARE SAYING

As a coach, I should know it all, since I do this for a living. Well, reality is different at times. As the saying goes, "an architect's house is always crooked"; and I needed an architect to help me straighten my home.
Bernhard has a keen interest in my life, and his insights were always on target. He made me think about what was that I really wanted, and through his solution-focused and mindful coaching style helped me structuring my goals in ways that I had not thought of before. He maintained my focus on what was important, and I always felt supported and understood. I learned a lot from him both personally and professionally, and look forward to our continued relationship.

Jake Doron
Career Coach,
University St. Gallen
- Switzerland -

„As a medium sized enterprise in the IT and telecoms space, we are employing about 350 experts. We grow each year with double-digit percentages, in a very dynamic environment. The trainings and coachings with Bernhard Fanger helped our management team enormously, to be ready for these challenges. In the months following the trainings, we were able to realise measurable performance increase and a significant higher motivation level. I especially value Bernhard Fanger's professional approach, as well as his credibility and confidence. He walks the talk, and this resonated extremely well with my leadership team!"

Josef Würz
Managing Director,
Cableway Süd GmbH
- Germany -

"Ganz herzlichen Dank noch einmal für die freundliche und sehr kompetente Beratung! Du hast mir dadurch weitere, andere Aspekte auf meine Situation aufgezeigt, und konnte schon einiges ändern."

"A big „Thank you!" for your empathic and competent coaching! You gave me a new, wider perspective about my situation and I was able to implement changes very easy and fast."

Péter Ferenczy
Cardiologist
- Germany-

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