

[Lisa Quish](#) one of our resident [wellness teachers](#) who has 20 years' experience working as a Senior Manager in the areas of HR, Mediation, Coaching and Wellness offers some insights regarding what employees need to thrive.

"You can discover more about a person in an hour of play than in a year of conversation." PLATO.

Lisnavagh is a family home and imbues this feeling of being able to relax, take your shoes off and let your hair down. **Creativity and Play** are necessary to create new and innovative ways of thinking. Emily and William as your hosts look after their guests so well, that it has the effect of creating optimum conditions for clarity.

Frederick Herzberg in his article, *"One More Time: How Do You Motivate Employees?"* states that **Recognition, the work itself, Growth and Learning** are among the top motivators. By taking your leadership team off site you immediately recognise their contribution, validating the importance of the work they do and offering them the chance to grow and learn

Communication is key, employees need to hear regularly from the senior team. They need to know they are working to a clearly defined strategy and that the people running the show are cohesive and aligned as a team. Taking time off site to revisit business strategy in a neutral and calm environment away from interruptions and business as usual is a necessity.

The word **Well-being** is a little overused, but should not be underestimated as one of the keystones of a healthy organisation. It is listed as one of the top five motivators for millennials, (who will make up 60% of the workforce by 2030) when choosing where to work. Under this umbrella comes flexible working hours, more holidays, recreational opportunities through work and creating a culture that has a healthy approach to lifestyle and work life balance. Gone are the days when presentism equated to output, with more and more European countries introducing policies that increase family leave, promote shorter working weeks and encourage remote working practices. It is time for leaders to lead by example; ensuring they have a strategy to promote wellness in the company and demonstrate the prioritisation of their own health by taking periodic time out and promoting this as part of the Culture

Last but not least **Thank You** was ranked in the top five engagement factors for employees in a 2016 Great Places to Work report. Creating a culture where Thank You is part of the language of the business starts with saying Thank You to your key influencers and contributors by taking them away for 24 hours to the beautiful Lisnavagh, the effects might surprise you.