WHITETWATER LEADERSHIP RETREAT FOR LAWYERS
“Leadership on the Colorado”

3-DAY / 2-NIGHT RIVER TRIP
SHERRI GRIFFITH EXPEDITIONS
WESTWATER CANYON, COLORADO

Mark Beese, Leadership for Lawyers, LLC
Andrew Cline, Cline Consulting LLC

TIMEFRAME: August 25-27, 2006
VENUE: Westwater Canyon Raft Trip with Sheri Griffith Expeditions, CO

GOALS:
- Have fun rafting the Colorado River
- Earn 4 - 6 CLE Credits (Pending)
- Learn about leadership in the unique culture of law firms, each other, and ourselves
- Augment the capacity of lawyers individually and as team members to adapt, perform, and thrive during times of change
- Enhance leadership development and positive influence that lawyers have on their firms, practice groups, and offices

ITINERARY:

Day 1:  
- Expedition Start: Travel to outfitting base  
- Introductions and Trip Orientation  
- Issue Gear  
- Travel to Wilderness Drop-off; First Night in the Field

Day 2:  
- Outdoor Leadership for Lawyers Expedition  
- Second Night in the Field

Day 3:  
- Return to Outfitting Base, Debrief, & Travel Home
COST: $1,300 per person. $495.00 deposit due to reserve space. Balance due on July 7, 2006. Cost includes food, gear, guide service, shuttle transportation to and from the river, and leadership curriculum. It does not include transportation to and from the launch site in Grand Junction, Colorado. Deposit is non-refundable. Group size is limited to 22 participants.

RESERVATIONS: Contact Mark Beese, mark@beese.org, ph (303) 913-8830, 28843 Cedar Circle, Evergreen Colorado 80439. A detailed logistics package and reading material will be sent to you after we receive your deposit.

ADDITIONAL DATES: At this time the August 25-27 dates are the only dates reserved for Leadership on the Colorado. Launch dates are regulated by the Bureau of Land Management, are scarce, and are available first-come, first-serve basis. Launch dates are still available for 2006, but they are going fast. Mark and Andy are available for additional trips during the summer/fall of 2006 for practice groups, firm management, and office retreats. If you are interested in a charter leadership retreat, contact us immediately so that we can reserve a launch date. Minimum group size is fourteen participants.

QUESTIONS: Contact Mark Beese, mark@beese.org, ph (303) 913-8830

LEADERSHIP CURRICULUM

Each session will be in approximately 50-minute increments, scheduled in tandem with the necessities of moving down river. The format is teaching combined with group discussion and exercises. There will be two additional sessions to discuss the trip, group interactions and reflections on the other sessions.

SESSION 1:
TRANSITION THROUGH CHANGE
High functioning teams attend to both operational and relational aspects of work. Even these teams, however, experience periods of low function or dysfunction, especially during times of change. The Waterline Model is a diagnostic tool that takes the focus off of “task.” Instead, it guides members through the maintenance issues of accomplishing goals while strengthening work relationships.

Outcome of Session 1: Increased awareness of systems thinking and organizational patterns; increased ability to resolve dissonance within team membership; Increased self-awareness and understanding of individual and group responses to change and stress; and increased efficiency in diagnosing the rate of task and goal accomplishment.

SESSION 2:
LEADERSHIP STYLES
The most important attribute in a leader is the recognition of where he or she ends and another person begins. This ability makes any leadership model look good. The capacity to be persistent, vulnerable, and stay in relationship – in essence – the capacity to self-regulate, is critical. This session looks at your unique leadership styles and their interplay with the styles of those you work with.

Outcome of Session 2: Learn your leadership styles within this model. Highlight different leadership styles within teams and the effectiveness and necessity of having all styles present. Learn how to play on strengths – yours and others – depending on the situation.
SESSION 3:
COMMUNICATION SKILL BUILDING
An organization's culture is sustained and renewed through communication, and communication is at the heart of an organization's ability to do its work. The quality of the culture, and of the work, is dependent upon the quality of the communication. Intentional, skillful communication helps to ensure smoother interpersonal interactions, more productive meetings, more positive employee and client relations, more authentic sales and marketing, clarity of vision, and better leadership.

Outcome of Session 3: Increased knowledge of the strategies and techniques that aid interpersonal interaction (information-sharing, perspective-taking, and genuine understanding). Increased speaking, listening skills, and understanding of relationship patterns and relationship phases.

SESSION 4:
LEADING PEERS (COACHING & LEARNING EFFECTIVE FEEDBACK SKILLS)
Critical components of success in the workplace involve side-by-side leadership with one's peers. This capacity is foundational for learning organizations. Learning from one another, coaching each other without problem-solving or getting over-involved, and approaching each other with growth-oriented feedback that serves the firm is a quintessential leadership skill.

Outcome of Session 4: Increased skill in helping one another work through problems and issues; increased capacity to build team cohesiveness and working relationships. This session brings together the skills learned from the other sessions as each participant uses her/his unique personality and abilities as a tool for change and growth.

FACILITATORS:

Andrew Cline, Cline Consulting LLC, works extensively with leaders and teams in diverse professions and is known for his skill in facilitating group development. Much of his work centers on productive conflict resolution: building capacity in others for managing conflict and working within diverse groups. An international consultant specializing in results-based and responsive solutions that strengthen people and their organizations, his techniques help organizations improve productivity, accountability, and decrease turnover. Andrew’s multidisciplinary perspective helps senior leaders and teams become clear about their strategic choices and more effective in gaining the support of the people responsible for implementation.

Andy is a former assistant director of NOLS’ (National Outdoor Leadership School) South American operations. He continues to guide and facilitate outdoor team building and leadership courses for executives, community leaders and astronauts. Andy is a current NOLS instructor who teaches leadership and team building to NASA astronauts under NOLS Professional Training. www.clineconsultingllc.com

Mark Beese, Leadership for Lawyers, LLC, writes and speaks on topics of leadership in law firms. He is currently Director of Marketing for Holland & Hart, the largest law firm based in the Rocky Mountain West. The marketing team at Holland & Hart has received numerous awards from the Legal Marketing Association, Marketing Partner Forum, InternetMarketingAttorney.com, and ALM’s Marketing The Law Firm Journal. He is a frequent contributor to Law Practice Management Magazine and has a regular column on leadership in Managing Partner Magazine. His blog, LeadershipforLawyers.typepad.com is now part of the Law.com network.
The River

Westwater Canyon was featured in *National Geographic's “Wild and Scenic Rivers”* book. A canyon full of bird life ranging from bald eagles to great blue herons. Westwater has all the components of a classic river trip: great class III-IV whitewater, wonderful camp sites, lots of good hikes, remote wilderness canyon, and excellent opportunities for watching wildlife.

This particular stretch of the Colorado River is wild and free flowing, resulting in a variety of water levels through the rafting season as the snows melt and run down from the Colorado Rockies. Each water level produces different whitewater challenges. The narrow canyon of 1.7 billion-year-old black schist rock is a sharp contrast to the red rock cliffs preceding and following the whitewater section. Indian pictographs and other relics of human and natural history are some of the hiking highlights. There’s one day of exciting rapids, with the other day or two spent playing in the river.

OUTFITTERS:

Sheri Griffith River Expeditions has the Experience of 34 years in the outdoor recreation industry. They have learned how to make you feel safe and comfortable on the river.

“Our mission is to make you comfortable in the outdoors. We provide enough civilization for almost anyone to be comfortable on our river rafting trips. Great meals, cozy sleeping bags, comfortable chairs and professional service-oriented guides create a relaxing and comfortable camp setting, complimenting the relaxed pace of the day's river rafting activities.

Our Safety record has been phenomenal for the whole 34 for years that we have been running rivers in Colorado and Utah. Safety is our #1 priority. Our experienced and highly trained guides always have your safety as their top concern.

The Sheri Griffith Team is the pinnacle of professionalism in the industry. Along with being the most highly trained, all of our staff is friendly and knowledgeable.

Sheri Griffith Expeditions believes in protecting the environment and enhancing your vacation. This is why we rarely do trips larger than 25 people. Most of our trips are 10-15 people in size. On all multi-day trips there will never be more than 5 people on each oar boat.”

- www.griffithexp.com

No experience necessary. Those new to the river and first-time campers are encouraged to join us. Our campsites along the riverbank are comfy. We bring everything we need with us on the rafts and set up a new camp and kitchen each evening. We take care of you and make it easy to be in the outdoors. We'll teach you about living in the outdoors, setting up camp and moving at the pace of the river. We're at home in the outdoors and want you to be also.

Guides are the cornerstones to a great adventure. Our guides have more training, licenses and degrees than any other group of guides, as well as being hired for their integrity and professionalism. Guiding is their profession not just a summer job. They are all licensed River Guides certified in Red Cross Emergency Response and CPR. We provide intensive training so they are well-skilled in maneuvering rafts downriver, leading hikes to ancient ruins, and cooking fabulous outdoor meals. Collectively and individually, they have the experience you want when choosing a vacation adventure. They take care of the details.