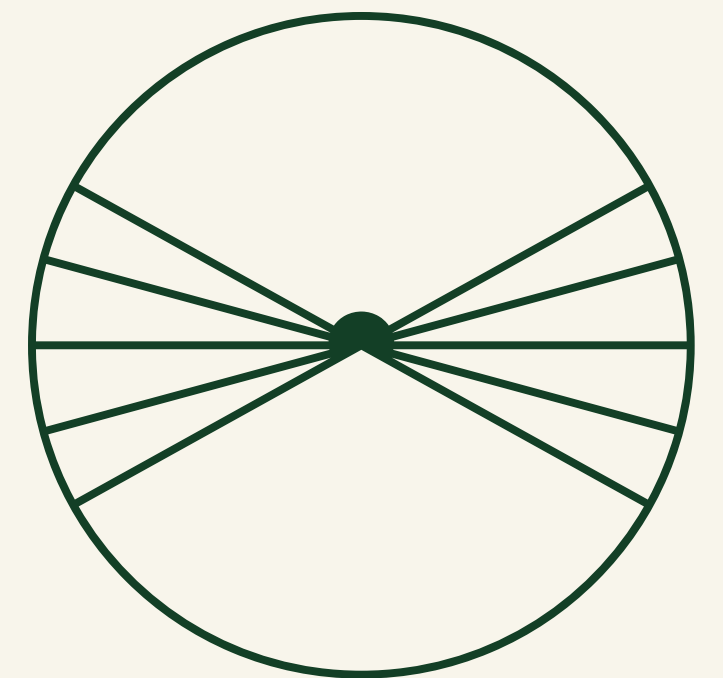


# Program Overview

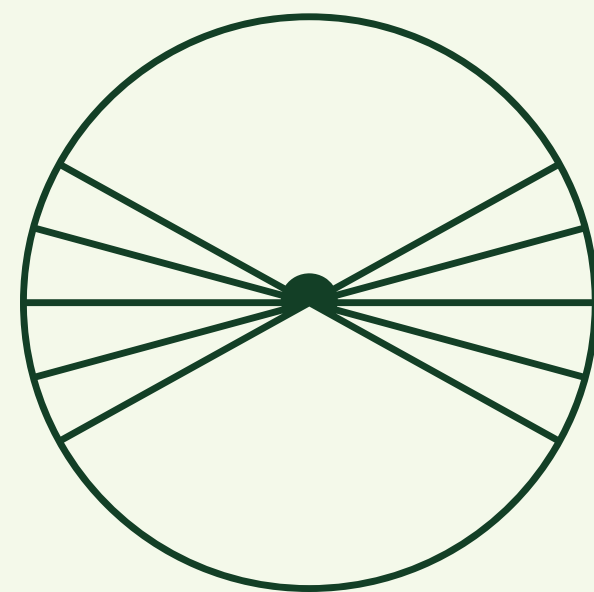


StepOutside

## What We Do

StepOutside offers inclusive outdoor experiences that help teams develop **trust, belonging, and effective communication.**

We follow up with customized **coaching and training** to integrate these skills across the organization.



## Challenges

Companies run on human connection. Without it, uncertainty and change overwhelm employees.

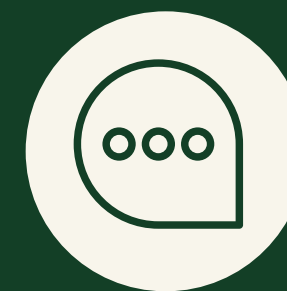
Organizations lose **millions** to turnover, disengagement, and ineffective communication each year.



We take teams outside to decrease stress, increase creativity, and disrupt the routines that block meaningful connection.



Teams learn to communicate with openness and transparency, traits that drive employee satisfaction and belonging.



Certified instructors provide coaching and office hours to support long-term behavior change and improve culture.



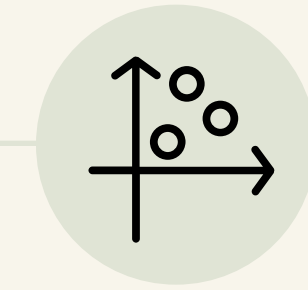
Our experiential curriculum develops self-awareness, emotional intelligence, and adaptability, which are critical in fast-paced environments.

## Why StepOutside?



### Outdoor activities

Engage with nature to open up new ideas and ways to think about yourself and your team



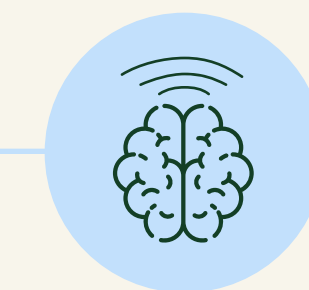
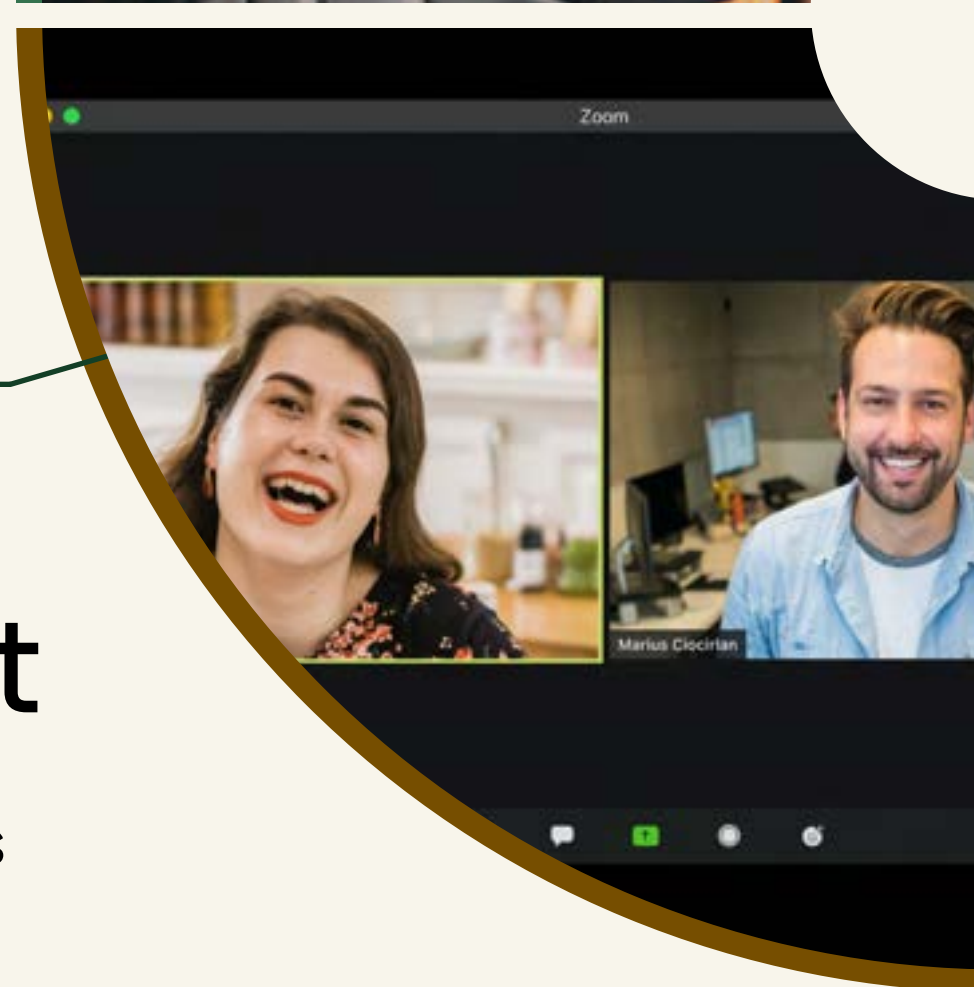
### Evidence-based model

Use emotion and behavioral science to help individuals become more adaptable, self-aware, and values-driven



### Coaching & support

Follow up with varied coaching methods to help teams integrate skills professionally and personally



### Emotional intelligence

Develop interpersonal skills to listen actively, engage with curiosity, and communicate openly

# Integrated Programs

Create a culture based on learning, belonging, and growth

## Outdoor Workshops

● Know yourself. Know your team.

● Build a team, build a community.

## Manager Development

## Coaching & Support

● Empathy is a superpower.

● Step into Nature. Practice together.

## Community & Culture

# Sample Agenda

Learn

1.5-3 hours

Self-Management

Building Team Culture

Change Management

Effective Communication

Manager Toolkit

Move

1.5-3 hours

Outdoor Hike

Yoga Class

Kayak, Climb, or Bike

Reflect

.5-1 hours

Small-Group Debrief

Feedback Models

Highlights & Hurdles

Apply

1 hour

Design a Personal Practice

Commit to 1 Change at Team or Org Level

know yourself.  
know your team.

# Initiate

Half-Day, Full-Day, or  
Multi-Day Workshops

Leadership, culture-building,  
change management

Small-group coaching  
circles

Yoga, hiking, climbing, or  
other outdoor experiences

Introduce Manager Toolkit

Phase 1

# Support

Follow-up Coaching  
& Development

Monthly small-group  
coaching for managers

Individual coaching hours  
for leaders

Implement manager  
toolkit

Skill-building sessions and  
drop-in office hours

Phase 2

# Empower

Teams take ownership and  
implement ongoing change

Self-directed monthly  
coaching for managers

Partnership reflection,  
results, & key learnings

Ongoing access to  
Manager Toolkit

Support from Membership  
Collaborative

Phase 3

build a team.  
build a community.

## Our Approach to Culture Transformation

### Individual Behaviors



Actions taken by individuals within the organization

### Team Practices



The habits and routines that influence how teams approach work

### Organizational Systems



Processes in place for hiring, strategy, performance, development, and recognition

team-building is world-building



# Solutions

## Passionate

We believe communication is the pulse of a workplace

## Aware

We listen closely and meet the moment

## Practical

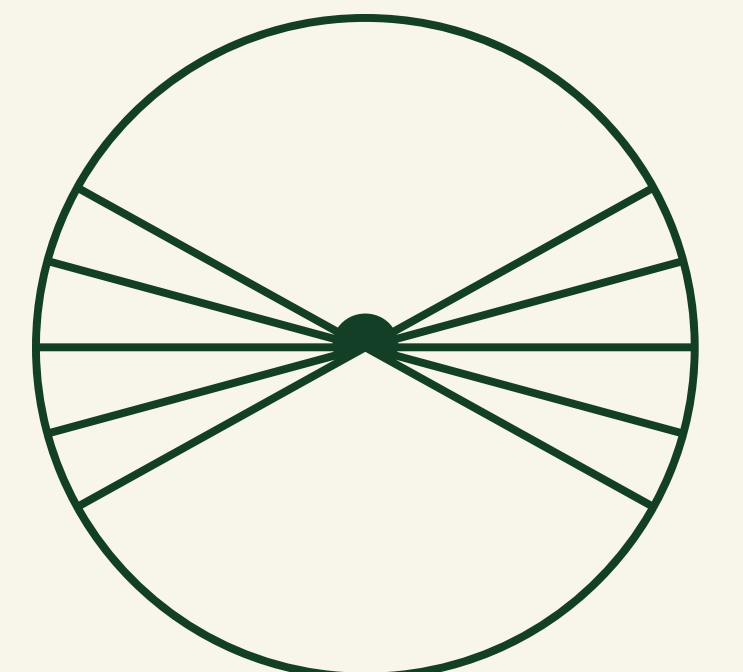
We help teams do what works



Service	Training & Development	Team Building Activities	StepOutside
Content delivery & facilitation	✓		✓
Relevant Curriculum	✓		✓
Skills Practice & Application	✓		✓
Small group discussions	✓		✓
Team building		✓	✓
Experiential activities		✓	✓
Coaching & skills integration		✓	✓
Ongoing community support		✓	✓

# Program Overview

We'll design a custom training solution that addresses current needs and adapts to the growing needs of your business.



StepOutside