

Leadership Team Develops Shared Vision

TEAM SPOTLIGHT: Vail Resorts / Stowe Mountain Resorts

At a glance

The senior leadership team for Vail Resorts / Stowe Mountain Resorts participated in a custom-designed, team-building retreat at Horses & Pathfinders.



Deeply Impactful

“Overall it was a deeply impactful experience for us, and our team is still talking about it. We got an out-of-the-box growth opportunity for everyone.”



Bobby Murphy,
Vice President &
General Manager
Stowe Mountain
Resort

CHALLENGES



Vail Resorts / Stowe Mountain Resorts wanted to shift from individual departmental silos to create a clear, shared cross-departmental purpose, vision & set of values. They also wanted to focus on talent development for their leadership team to cultivate individual growth & develop personal purpose.

SOLUTIONS



Horses & Pathfinders Equine-Guided Education and Holistic Business Coach, Lucinda Newman, customized a team-building retreat for the team of thirteen people, including VP Bobby Murphy and senior management.



**Equine-Guided
Activities**



**Holistic
Leadership
Coaching**



**Team
Development**

RESULTS



1

Cross-Departmental Purpose

They were able to articulate their purpose as a whole cross-departmental leadership team and how it supports the larger Resort purpose.

2

Personal Leadership Within Roles

A personal leadership journey was developed to support individual, team and organizational growth. Both the personal and organizational purposes aligned.

3

Authentic & Meaningful Connection

Retreat exercises facilitated a two-way building of authentic, trusting connection between newer and more veteran team members.



LEARN MORE AT
[HORSESANDPATHFINDERS.COM](https://www.horsesandpathfinders.com)



(802) 223-1903
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6899 ROUTE 100B, MORETOWN, VT

FIND US ON SOCIAL

WHERE TEAMS BECOME STRONG

EXPERIENCE THE TRANSFORMATION

TEAM BUILDING

Equine-guided retreats engage and energize your team to unlock your organization's true potential.

MOVE AWAY FROM

- Lack of trust
- Not seeing vision
- Conflict or tension
- Generational culture gaps
- Low or no engagement
- Fear & reactivity
- Burnout
- Demoralization

CREATE A CULTURE OF

- Flexibility
- Communication
- Coordination
- Trust
- Vision
- Creativity
- Personal leadership
- Engagement
- Contribution



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OPTION 1: LEADERSHIP RETREAT

Work with our highly-skilled business coaches and horses through innovative, on-the-ground exercises. Participants receive transformative feedback and training in team-leadership skills, personal leadership skills, core issues/blind spots, team cohesion, and more.

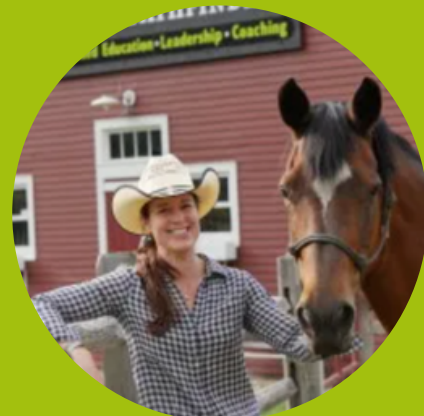
OPTION 2: UNIQUE EXPERIENCE RETREAT

We also host unique and FUN team-building events for your annual retreats or specialized programming. Collaborate with us to great a one-of-a-kind event that will foster community, engagement and leave your team talking about their experience for years!

ASK ABOUT OUR CUSTOM SINGLE & MULTI-DAY RETREATS DESIGNED FOR TEAM RESULTS 

MEET OUR LEAD COACH

Lucinda blends her Organizational Development & Business Consulting expertise with her Equine Guided Education knowledge. She holds a Master's degree from Vermont Law School & training certificates in HeartCore Leadership, Business Development, Professional Coaching, Conflict Resolution & Nonviolent Communication. She has served as faculty at SkyHorse Ranch, Holistic School of Business & Vermont Technical College.



Lucinda Newman
Creator & Lead Coach
at Horses & Pathfinders