

Team Retreat

Creative Director, Neuste Nationalgalerie, Zürich

By Valentin Ade, The Negotiation Studio and Kalaidos University of Applied Sciences, Switzerland

General Information

Neuste Nationalgalerie is one of Europe's leading museums for contemporary art. It is both celebrated by the hard-to-please feuilleton critics and visited by enthusiastic masses of art aficionados and tourists. Neuste is known for its innovative approach to the visitor experience; guests can vote on questions like how much floor space to give to a certain theme or artist, and several times a year they are invited to spend a day co-creating a work of art together with an internationally well-known painter or sculptor. Neuste isn't just a museum; in many ways it can be seen as an interactive art installation itself.

You have been co-leading the museum together with the Administrative Director, a person whom you highly respect. Now you two will meet to discuss next year's four-day team retreat. The annual retreat's goal is to thank Neuste's staff for their good work, further increase the team spirit, and maybe produce a couple of valuable ideas for developing your museum.

You personally love such events, and you want to make the retreat a marvelous experience that will create long-lasting memories. You grow very excited and start breathing quickly when you imagine your dear colleagues and you sitting in a Michelin star restaurant somewhere on the Mediterranean Sea, sipping champagne and eating oysters. La vie en rose—your team deserves it!

Confidential Information

Budget. You believe that spending 100,000 Swiss francs for the retreat would be fine. It is a high priority of yours to show how much you value your team.

Location. In an earlier discussion, you and the Administrative Director agreed that this time the retreat will either be held in France, Austria, or Sweden. You love France and you admire the people there for their l'art de vivre. Your second choice would be Austria and your third choice, Sweden. Convincing the Administrative Director to agree on France is very important for you.

Time of year. Going on the trip during the first four months of next year would be best for you. This way you wouldn't have to wait so long for the retreat to happen. But the timing for the retreat isn't very important to you.

Your goal is to maximize your point total. Your point schedule is listed on the next page.

Creative Director point schedule

Budget	Utility Points
150,000	150
140,000	140
130,000	130
120,000	120
110,000	110
100,000	100
90,000	90
80,000	80
70,000	70
60,000	60
50,000	50
40,000	40
30,000	30
20,000	20
10,000	10
0,000	0

Location	Utility Points
France	80
Austria	40
Sweden	10

Time of year	Utility Points
Jan-April	30
May-August	20
September-December	10