



# Leadership Team Reset

Rebuilding clarity, cohesion, and leadership capacity after organizational turbulence

# A much needed space to pause

Over the past years, many leadership teams in international organizations and NGOs have navigated extraordinary levels of uncertainty and pressure: funding instability, restructuring processes, difficult operational decisions, sustained workload intensity, and the human consequences of disruptive organizational change.

While organizations continued functioning, leadership teams often had little opportunity to pause collectively, reflect on what had been experienced, reconnect as a team, and intentionally prepare for the next phase.

**Leadership Team Reset** creates a facilitated, structured confidential space for leadership teams to step back from operational urgency, regain perspective, strengthen cohesion, and move forward with greater clarity and strategic alignment.

*Rooted in 20 years of global coaching expertise.  
Depth, practicality, and transformation for today's leaders.*



# Why a facilitated reset matters

After prolonged periods of pressure, leadership teams often remain in operational mode long after the immediate crisis has passed.

This can lead to fragmented communication, reduced strategic perspective, relational strain, and decision fatigue.

A facilitated process creates the conditions for leadership teams to engage in thoughtful and constructive dialogue. It's a safe place to address challenges that are not usually discussed in routine meetings,

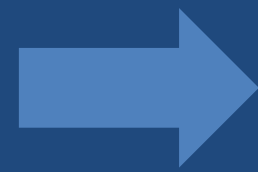
Participants regain strategic perspective and strengthen leadership cohesion by identifying practical ways forward together.

The value of the process lies not only in the conversations themselves, but in creating a reflective moment that leadership teams rarely have access to in highly demanding environments.

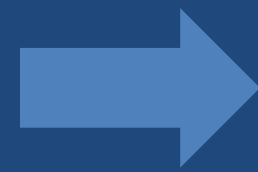


# The Leadership Team Reset Process

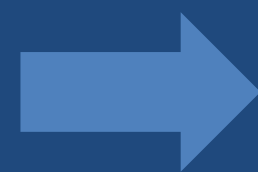
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## Taking Stock

A calm space for leadership teams to reflect on where they stand today, what has changed, and what matters most moving forward.

## Challenges & Resources

An open dialogue around current challenges, team dynamics, resilience, and the resources available for restoring effectively together.

## Forward Momentum

Clarifying priorities, strengthening leadership alignment, and identifying practical actions to support the next phase of organizational life.

# Your facilitator



Saba Imru-Mathieu ICF PCC, CEO Leaders Today

Photo: R.Paladin

With over 20 years of experience in leadership development, executive coaching, facilitation, and international collaboration, Saba designs and facilitates reflective leadership spaces where people can think clearly together, reconnect around shared purpose, and navigate complexity constructively.

**She specializes in creating collaborative processes designed to support thoughtful action in complex environments.**

She has facilitated:

- senior management team meetings
- department strategy sessions
- team development processes
- large-scale international multi-stakeholder dialogues
- collaborative events bringing together participants from diverse sectors, cultures, and institutional contexts.

Her facilitation style is calm, structured, and highly participatory, creating an atmosphere where leaders can engage in meaningful dialogue, including around difficult or sensitive topics, while remaining focused on practical outcomes and future direction.

**About Saba :** [www.sabaimru.com](http://www.sabaimru.com)

**About Leaders Today:** [www.leaderstoday.co](http://www.leaderstoday.co)



# 3 **Formats**

The Leadership Team Reset is offered in three formats to serve the unique needs of different organizations.

While each format presents different logistical arrangements, the quality of the event relies on expert facilitation and the exchanges amongst leaders, a combination which delivers excellent outcomes.

# Format 1

## Close to Nature Leadership Reset Day

### One-Day Facilitated Offsite | Near Geneva

A one-day facilitated leadership reflection experience in a calm natural setting near Geneva. A short drive away from HQ, this format offers a change of scenery with minimal travel time for participants.

Designed to create enough distance from daily operational pressures while remaining easily accessible for busy leadership teams.

#### Includes:

- Facilitated leadership process
- Structured strategic reflection
- Leadership open dialogue
- Integrated outdoors moments
- Tailored deliverables
- Lunch and breaks

**Ideal for leadership teams** seeking a focused and practical reset experience away from the office.



# Format 2

## Alpine Executive Reset Retreat

### 1.5-Day Immersive Format | Swiss Alps

A one and half-day immersive version held in the Swiss Alps, including an overnight stay.

The mountain setting supports decompression, perspective, deeper dialogue, and leadership renewal away from organizational pressures.

#### Includes:

- Facilitated leadership process
- Structured strategic reflection
- Leadership open dialogue
- Integrated outdoors moments
- Tailored deliverables
- Overnight stay in an alpine hotel
- Breaks, breakfast lunch and dinner

**Ideal for leadership teams** seeking deeper reflection, reconnection, and strategic renewal in an offsite setting.



# Format 3

## Leadership Reset Dialogues

**Three Facilitated 2-hour Sessions | In-Office or Hybrid**

A flexible format for organizations preferring shorter facilitated sessions on site and integrated into existing schedules.

Structured as three facilitated leadership dialogues focused on reflection, reconstruction, and forward movement.

### **Includes:**

- Facilitated leadership process
- Structured strategic reflection
- Leadership open dialogue
- Work in breakout rooms
- Tailored deliverables

**Ideal for leadership teams** seeking a light logistics option while still creating intentional space for strategic and relational reflection.





# Clients

- ABCDx Human Brain Exploration
- Barclays Bank Europe
- Celgene/Bristol Myers Squibb
- CERN European Organization for Nuclear Research
- EDHEC Business School, Global MBA
- EMLyon Business School
- European Broadcasting Union - Eurovision
- FINDx
- GAVI, the Vaccine Alliance
- Gorilla ICT Corporation
- International Business Management, HEG, Geneva
- Nestlé
- United Nations International Children's Emergency Fund (UNICEF)
- United Nations Office Geneva (UNOG)
- World Summit on Information Society (WSIS)

[Full list of clients](#)

## A client's words

*From the moment I first approached Saba for help in preparing our group's away-day, I felt reassured that it would be a well-planned and professionally executed event. Saba has an impressive understanding of the issues that underpin effective team dynamics, and a vast experience in identifying the best approaches to identify strengths and focus on solutions, in an energetic and positive way.*

**Ana Godinho**

**Head of Education, Communications and Outreach**

**CERN**



## Let's talk!

Leadership Team Reset formats can be adapted to the size, culture, and operational realities of each organization.

If you would like to explore whether this process could support your leadership team in these critical times, an initial conversation can be arranged to discuss your context and objectives.



**Saba Imru-Mathieu, ICF PCC  
CEO, Leaders Today**



Send a message

[saba@leaderstoday.co](mailto:saba@leaderstoday.co)

or

[Book a call](#)

# Our company

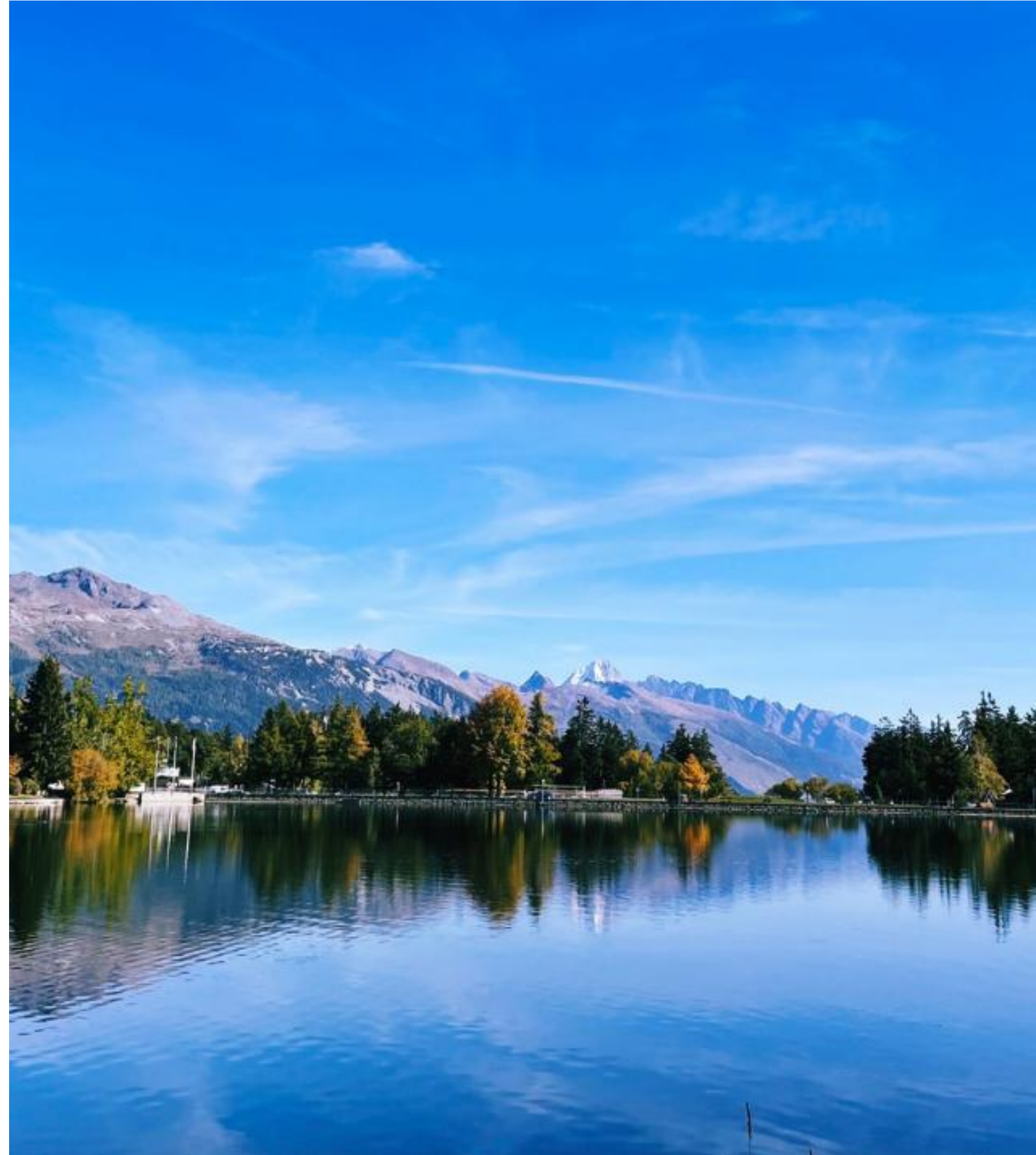


**Leaders Today** is a **Swiss boutique firm** based in Crans-Montana, Switzerland. We provide high-quality organizational consulting, **leadership development**, and **executive coaching** services for global organizations.

Our approach combines **over 20 years of executive coaching expertise** with a structured, evidence-based methodology tailored to each leader's and organizational context.

We work in close partnership with our clients to define **clear, measurable objectives** and ensure that coaching remains aligned with **real business priorities**.

Beyond individual leadership development, we embed our work within a **managed change process**—supporting leaders to translate insight into action and create **lasting impact** across their teams and organizations.



## Company Contact



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