

TRAILIVO FOR TEAMS

A PRACTICAL GUIDE FOR PEOPLE TEAMS

The HR guide to planning a walking offsite

Formats and budgets, the duty-of-care checklist, a 12-week timeline, and how to design for mixed fitness so nobody gets left out. No email gate, no sales pitch until the last page.

Why walking, and which format

Walking does something meeting rooms can't: it puts people side by side instead of face to face. Conversation on a trail has no seating plan, no screen-share and no clock on the wall — and teams consistently come back describing talks they'd never have had at a desk. Add a real landscape and a shared physical achievement, and you get the thing every offsite brief asks for and few deliver: a story the team tells afterwards.

The three formats, honestly compared

Format	Length	Group	Best for	Commitment
Team walking day	1 day	5–50	First experiment; quarterly cadence; UK teams	Low — no overnights
Walking offsite	2–5 days	6–30	Annual offsites; strategy resets; distributed teams meeting in person	Medium — like any offsite
Walk + Sail	4–6 days	8–20	The milestone year; leadership groups; retention-level experiences	Higher — and remembered longest

A sensible path many companies take: run a team day first, learn how your group walks, then commit to the multi-day format with confidence — same planning partner, no wasted discovery.

The single best predictor of a successful walking offsite isn't the destination — it's whether the plan respects the *slowest third* of the group. Design for them, and everyone has a great time. Design for the fittest, and you've planned a morale problem.

The duty-of-care checklist

This is the chapter for your risk assessment. A walking offsite is not inherently riskier than any other business travel — but it does deserve specific answers. These are the questions to put to any provider (including us):

1 · WHO KNOWS WHERE EVERYONE IS?

On our programs, every participant's phone can run the trail's app: GPS position, offline maps that work beyond signal, and the full route preloaded. Your designated organizer keeps visibility of the group.

2 · WHAT HAPPENS IF SOMEONE DOESN'T CHECK IN?

Optional daily check-ins flag a missed confirmation to the organizer — a quiet safety net that costs participants one tap a day.

3 · WHO IS LEADING, AND ARE THEY QUALIFIED?

Guided programs use licensed local guides — licence-checked, local-knowledge-deep, and empowered to change the plan when conditions say so.

4 · WHAT'S THE PLAN B FOR WEATHER?

Every itinerary carries built-in alternatives (a valley route, a boat day, a cultural day) agreed the evening before — never improvised mid-walk.

5 · CAN INDIVIDUALS OPT OUT OF A STAGE?

Routes are graded honestly with shorter options daily; bases and transfers let anyone skip a stage and rejoin the group without leaving the trip.

6 · WHO CARRIES WHICH INSURANCE?

Your standard corporate travel policy covers participants as on any business trip; the local operator carries liability insurance for the activities they deliver. Flag activity specifics (e.g. boat days) to your insurer during planning.

7 · WHO DO WE CALL, ABOUT ANYTHING?

One named contact on the provider side for the whole trip — before, during and after.

Where and when — the honest matrix

England: Coast to Coast & South West Coast Path

Short travel for UK teams, no visas, familiar logistics — and genuinely world-class walking. Sections can be chosen for any fitness range, luggage transfer is a mature local industry, and village inns handle groups well. Season: May–September, with June's long days the sweet spot. Book spring for autumn, autumn for spring.

Türkiye: Lycian Way & Cappadocia

The memorable option: Mediterranean coast with ancient ruins, or Cappadocia's surreal valleys from one comfortable base. Flights are the extra cost line; on-the-ground costs are often gentler than the UK. Season is the mirror of England's: April–May and September–November. Cappadocia's one-base format is the easiest multi-day logistics in this guide — and through our Explore Lycia network, coastal programs add boat days, cultural tours and transfers without extra vendor management.

The flagship: Walk + Sail

Two or three Lycian Way days, then a traditional gulet back along the same coastline. Best in September–October and April–May, groups of 8–20. If this is a milestone year — an anniversary, a big win, a leadership reset — this is the format people don't stop talking about.

Month window	First pick	Note
April–May	Lycian Way · Cappadocia · Walk + Sail	Wildflowers, mild trails, warming sea
June–August	Coast to Coast · SWCP	Long English days; book accommodation early
September–October	Walk + Sail · Via Francigena · SWCP	The connoisseur's window everywhere
November–March	Plan & book	Lead times win the best operators and inns

Budgeting without the fog

We don't publish "from £X per person" numbers, because they're always fiction — group size, season, country and comfort level move the total more than any package discount ever will. What we can give you is the honest component list, so quotes are comparable:

- **Travel to the trailhead** — trains for UK programs; flights for Türkiye. Usually booked by you directly (your travel policy, your points).
- **Accommodation** — village inns and B&Bs (UK) or pensions and cave hotels (Türkiye). The comfort dial with the biggest budget effect.
- **Guiding** — licensed local guides, priced per day per group (not per person). The line you should never economize on.
- **Logistics** — luggage transfer, local transfers, permits where relevant. Small lines, big convenience.
- **Food** — often the happiest surprise in Türkiye; pub dinners in England are part of the format.
- **Extras** — boat days, cultural tours, the gulet on Walk + Sail programs.

Who contracts what — and why it protects you

Trailivo plans your itinerary, matches you with vetted, licensed local operators, and provides the safety technology layer. The operators — the guiding company, the inns, the charter operator — contract with you *directly* and quote itemized. You always know who is delivering and insuring each service, and you're never paying an opaque middle-margin on a bundle. It also means the people responsible for your team on the ground are the ones legally accountable for exactly that.

Comparing us with a packaged retreat company? Ask them to itemize. If they can't, you've learned where the margin lives.

The 12-week timeline

Weeks out	What happens	Who
12	Pick the quarter, group size and format; send the enquiry; hold budget range with finance	You
11–10	Itinerary options + operator quotes arrive, itemized; pick one; confirm dates	You + Trailivo
9–8	Operator contract + deposits; book group travel; announce to the team (sell the story, not the schedule)	You + operator
7–6	Collect fitness ranges, dietary needs and accessibility notes via a short form; adjust route grading	You + Trailivo
5–4	Kit guidance to the team (footwear first — no new boots in week one!); insurance specifics confirmed	You
3–2	Apps installed and tested; check-in preferences set; workshop slots placed in the itinerary	You + Trailivo
1	Final weather-window review with the operator; plan-B alternatives confirmed; go	Everyone

Designing for mixed fitness (the chapter within the chapter)

- **Grade honestly, publish internally.** People self-select well when the numbers are real.
- **Shorter option every day.** Not an afterthought — a planned, dignified route of its own.
- **Opt-out without exile.** A skipped stage should end at the same lunch table as the walked one.
- **Pace groups, not pace pressure.** Two natural groups with a guide each beats one strung-out line.
- **Celebrate completion, not speed.** The last arrival gets the loudest table.

Quick answers, next steps

Frequently asked

- **Minimum group?** Team days from 5; offsites work best from 6; Walk + Sail from 8 (the gulet economics).
- **Can execs join for part of it?** Yes — transfers make partial attendance workable, especially on one-base formats.
- **Wi-Fi and calls?** Accommodation has it; trails mostly don't. Most teams call that a feature. Plan one "office hour" per evening if you must.
- **Alcohol-free, halal, vegan?** All routinely handled — Türkiye especially shines for vegetarian and halal groups.
- **Accessibility?** Talk to us early. Some formats (Cappadocia's valley network in particular) adapt far better than a point-to-point trek.

Next steps

1. Take the temperature: forward this guide to whoever signs off, with your preferred quarter.
2. Send the two-minute enquiry at trailivo.com/for-teams — group size, quarter, format instinct.
3. You'll get honest options and itemized operator quotes — and a real human reply within one working day.

Walk first, decide later: the trail profiles at trailivo.com and our free "Which walk fits you?" guide cover every route in this document in walker's-eye detail.

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