



TROPHÉE DESMAN 2024

20th - 23th June 2024

A CORPORATE AND SOCIALLY RESPONSIBLE EVENT
WITH A 25-YEAR HISTORY!



TROPHÉE
DESMAN 2024

TROPHÉE DESMAN

Trophée DESMAN is a European event which gathers Corporate Teams in an international scope.

Employees and colleagues of diverse companies unite in friendship and solidarity, becoming team players for group challenges, with a variety of highly engaging sports and/or activities. It takes place in a pristine natural setting.

Since it began **25 years** ago, **Trophée DESMAN** has been creating strong relationships between people, employees and corporations.



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WHY TAKE PART?

- Increase **employee engagement**, **empower** your teams, promote **cooperation**.
- Develop **team building** and **cohesion**, cultivate the **feeling of belonging**.
- Make lasting and meaningful **relationships** with other **companies**.
- Animate a healthy **group dynamic before, during** and **after** the gathering.
- Communicate a **positive company image** and promote your **CSR**.
- Motivate **new talent** to join your company.
- Bring the **benefits of sport** and its **values** into your company.



**DELIGHT
YOUR EMPLOYEES!**

EMPOWERMENT, COOPERATION CONVERSATION

Participation in Trophée DESMAN is an ideal solution to:

- **Empower** your teams.
- Strengthen **relationships**.
- Increase **employee engagement**.
- Organize and **motivate employees** as teams united in **community**.
- Bring **partner organizations** and **clients** together through **joint participation**.
- **Make** lasting and meaningful **relationships** with **other companies**.
- Bring your **transnationals teams** together, creating **strong ties**.



Participation in **Trophée DESMAN** causes team members to **come together, cooperate, trust** one another, and **strategize, spontaneously** leading to successful group problem-solving, in an invigorating atmosphere.





MANAGERIAL AND INTERNAL COMMUNICATIONS

CONSIDER THE FOLLOWING GOALS AS YOU ARE MAKING YOUR TEAMS:

- Sparking dialogue between different **offices, sites,** and **services, (interdepartmental relationships).**
- Bringing together employees **based** at a **geographical distance** from each other: **teleworkers, international subsidiaries, regional agencies,**...
- Bringing **company management** and **employees closer** together.
- **Integrating** new **hires.**
- **Boosting** team effort for **group projects.**
- **Training** or identifying new **leaders.**
- **Working better together.**

And many other benefits for HR based on your own goals.





**PRIDE OF COMPANY
BELONGING**

A POSITIVE, DYNAMIC COMPANY IMAGE

- **Your company shows up. Your teams wear your colors.**
- **Communicate your team's commitment** to:
 - implementing **Corporate Social Responsibility** and promoting **ethical** and **social** concerns.
 - spreading **company's employer brand** and attracting **new talent**.
 - **prioritizing** engagement in **media** and in external relations.

Generating additional business – Forming partnerships





2024 GATHERING IN VALLE DE TENA

(ARAGÓN, SPAIN - IN THE HEART OF THE PYRENEES)

FIVE COMPETITIVE TEAMWORK EVENTS

- Trail / Orienteering hiking
- Running relay race
- Nautical race
- Photo contest
- Video contest

Participation in **Trophée DESMAN** is open **to all of your employees**.

There are various groups and sport levels. Competition events are designed with **different sport levels** and different tracks to make the challenge **physically accessible** for all of your employees.

Separate rankings are organized for each group level.

The general ranking is based on the total combined points from all of the competitive events. The team with the highest total points score wins (for each group level).

THE TEAMS

One team= 6 people= 5 participants + 1 assistant*

- **Each company** can register **one** or **several teams (from 1 to 6)**.
- **Different companies** can be on the **same team** together.
- **Co-ed** or all **female teams** are given **bonus points** to ensure fair advantage.
- Each team has a **captain** who carries out all **leadership** duties.
- **"Fans"** may attend, though are not allowed to participate in their team's events.

* The assistant is able to replace one of his/her teammates if the team wishes to do so. The assistant's role is flexible to meet the team's needs and could include supervising and/or coaching the team and coordinating team logistics, assisting the captain, driving/chauffeuring, reporting (blogging) on the outings, and representing the company management.

A MAGIC PLACE

The participating teams will stay in the heart of the **Pyrenees**, in **Balneario de Panticosa**, at an altitude of 1,636 m.

Surrounded by mountains peaks over 3,000 m, its resort is immersed in nature. It enjoys spectacular views rocked by the harmonious sound of water that descends in cascades.



2024 GATHERING PROGRAM

Thursday 20 June 2024

Reception of the teams
(4 pm to 7 pm)

Balneario de Panticosa

Presentation of the companies
(7 pm)

Friday 21 June 2024

Trail / Orienteering Hike

« Vivre Nature » event

Photographic contest
during the hiking event

Saturday 22 June 2024

Running Relay race

Nautical race

Video contest "team experience":
Videos' transfer to the Organisation

DESMAN Party

Sunday 23 June 2024

Closing Ceremony

End of the 2024 gathering
scheduled at 2:30 pm

INVEST IN YOUR TEAMS

For each team registration includes comfortable accommodation (4 stars hotel) and catering during the 3 days stay for the 6 members of the team with Spa session and wellness circuit at the Tiberius thermal baths.

Advance registrations qualify for discounts.

You can register your teams in advance to get discounts, and set up the composition (name of the participants) of your teams later (May 2024)

Registration fee 2024 for each team:

3500 € HT* if registration **before 30 of June 2023**

4000 € HT* if registration **before 30 of September 2023**

4500 € HT* if registration **before 31 of December 2023**

5000 € HT* if registration in 2024 (ie **before 30 April 2024**, closing date for registrations)

*HT = taxes not included

To register one or several teams, there are 2 options :

payment of a deposit of 1000 € HT* for each registered team upon registration and full payment of the balance before 30 April 2024.

or

payment of the full registration price.

INVEST IN YOUR TEAMS

The number of teams participating to the Trophée DESMAN is limited.

Even though the main events take place in June 2024, **we encourage you to start the group dynamic and involve your teams as soon as possible.**

You can plan your participation in Trophée DESMAN from here and now, **motivate your employees**, make one or more teams, begin animation and preparation, sure to reap the first benefits.

Once you register, we will provide you with valuable tools to prepare for and get the most out of your Trophée DESMAN experience.

The sooner you begin the registration process, the better.

To request any information:

contact@trophee-desman.com

SAFETY FIRST

- We plan **contingencies** for different **weather conditions**.
- Very **precise instructions** are communicated **beforehand** to the teams.
- **Rescue units** are present to ensure smooth operations.
- The Organisation Committee mobilizes **skills** and **local partners** for **Trophée DESMAN**.
- Participants have **peace of mind** while enjoying the activities.

25-year track record of leading this event has equipped us with the experience and knowledge necessary to make it safe and enjoyable for all participants.

HEALTH SANITARY MEASURES

- In order to **guarantee the participants' health**, the Organization Committee of the **Trophée DESMAN** will take all **required sanitary measures** and respect **the government's recommendations** in force on the dates of the 2024 Gathering.
- These measures will be strictly applied by the Organization Committee so that the 2024 Gathering will rely on the best sanitary safety
- The organization concept is flexible by teams of **6 persons**.
- The number of teams participating to the Trophée DESMAN is **limited to 64**.
- Competitive teamwork events are taking place in a **natural environment**; in altitude and outside. Participants are performing in a healthy atmosphere, in pure air.
- The Trophée DESMAN is organized in **Balneario de Panticosa**, surrounded by revivifying waterfalls and large natural spaces.
- **Large inside and outside spaces** belonging to the hotel complex (32 hectares, large dining rooms, 300 rooms) allow to guarantee **physical distancing as recommended**.
- **Balneario de Panticosa's** hotel complex received **certifications** and labels for the implementation of its **sanitary protocol** from the **Institute for Spanish Tourist Quality and from the Government of Aragón**.



To request any information:
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Trophee DESMAN is organized by



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