

Sample 4-Night Corporate Incentive Retreat Itinerary

Group Size: 8–18 participants (double occupancy in lodge rooms/cabins)

Season: Shoulder (spring/fall for prime fishing/privacy) or summer peak

Focus: Reward achievement, foster connections, recharge in Montana wilderness

All-Inclusive Inclusions: Airport transfers from Billings(BIL), guided fishing (2 anglers per guide), all meals/beverages, gear/equipment, on-site activities, all fishing guide/staff gratuities

Day 0: Arrival Day (Evening Check-In)

- Afternoon/evening arrival via private transfer from Billings Logan International Airport (BIL).
- Welcome reception at the lodge: Craft cocktails, appetizers, and a brief orientation from your team.
- Settle into luxurious accommodations (rustic-elegant rooms/cabins with private baths, river views).
- Casual dinner featuring Montana-sourced fare (e.g., grilled bison, fresh salmon, local wines).
- Evening fireside gathering: Informal welcome remarks, goal-sharing, and stargazing to set a relaxed tone.

Day 1: Immersion & Team Building (Full Guided Fly Fishing)

- 7:00 AM – Hearty breakfast at the lodge (fresh pastries, eggs, coffee).
- 8:00 AM – Depart for private waters: Full-day guided float or wade fishing (expert guides match hatches, teach techniques for all levels). Focus on pristine stretches with high trout populations.
- Noon – Streamside gourmet lunch (picnic-style: sandwiches, salads, local beers and wine).
- Afternoon – Continue fishing with optional team challenges (e.g., friendly "most fish" contest or catch-and-release sharing).
- 5:00 PM – Return to lodge for happy hour and debrief (share stories, photos).
- 7:00 PM – Multi-course dinner with wine pairing.
- Evening – Optional low-key team activity: Bonfire storytelling or short strategy brainstorm in the lodge lounge (no formal meetings—keep it inspirational).

Day 2: Exploration & Recharge

- 7:00 AM – Breakfast.
- 8:00 AM – Half-day guided fishing (morning session on varied waters for variety—e.g., riffles for dry flies).
- Noon – Lodge lunch.
- Afternoon – Free/flex time: Optional add-ons like short hike, yoga session by the river, or one-on-one coaching for beginners. Non-anglers can relax with spa-inspired treatments (massage if available) or scenic drives.
- 4:00 PM – Group activity: Team-building fly-tying workshop or casting clinic (fun, skill-building).
- 6:00 PM – Sunset cocktail hour.
- 7:00 PM – Chef's special dinner (e.g., farm-to-table Montana classics).
- Evening – Relaxed networking around the fire pit or lodge bar.

Day 3: Peak Experience & Reflection

- 7:00 AM – Breakfast.
- 8:00 AM – Full-day guided fishing finale (prime stretch, perhaps a trophy water section).
- Noon – Riverside lunch with views.
- Afternoon – Wrap-up fishing; guides provide tips for future trips.
- 5:00 PM – Return and unwind.
- 6:00 PM – Celebration happy hour with awards (e.g., "Biggest Catch" fun trophies, group photos).
- 7:00 PM – Farewell gala dinner: Toasts, reflections on achievements/connections, live acoustic music if desired.
- Evening – Open mingling or stargazing.

Day 4: Departure Day

- 8:00 AM – Leisurely breakfast and final lodge time (pack, reflect).
- 10:00 AM – Optional short morning activity (e.g., quick casting or nature walk).
- Noon – Checkout and private transfer to airport. (Or extend for those wanting more days.)