



**A 25-YEAR
HISTORY!**

**A CORPORATE
AND SOCIALLY
RESPONSIBLE EVENT**

**12 - 15 June
of
2025**

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.

Open to all of your employees. There are **various groups** and **sport levels** which make the challenges physically accessible for everyone. **The accommodations are very comfortable.**



The **Desman of the Pyrenees**, a tiny mammal, strong **ecological symbol** that transcends borders: a **great inspiration** for our organisation and to act for **biodiversity**,

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!



IN A PRISTINE NATURAL SETTING

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



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

Acting for the Environment!



Do you know the desman?

The **Desman of the Pyrenees** is a tiny mammal that **lives only in Pyrenees** Mountains.

You can't find it anywhere else. As it lives in the **purest waters** of the Pyrenees, this animal is considered as a strong ecological symbol. It ignores the borders men have traced between Andorra, France and Spain. It enjoys running through them.

What an emblem to **raise awareness** of respect of the **Environment** among the companies' people and to give to the Trophée DESMAN a genuine **international** character,

Support our Environmental Pledge!

We commit ourselves to being like the Desman. We are sensitive and attentive stewards of pristine waters, supporting activities that promote **conservation and respect of nature**.

By working for the Desman of the Pyrenees we are naturally acting in favor of **biodiversity**.

We ask participants **to adopt environmentally responsible behaviour**, to stay on marked paths as much as possible, to avoid walking in waterways and to minimize their noise impact...

to protect the tranquility of the Desman!

THE CHALLENGE



6 COMPETITIVE TEAMWORK EVENTS

- Trail / Orienteering hiking
- Running relay race
- Nautical Race
- Team building rally
- Photo contest
- Video contest

Participation in Trophée DESMAN is **accessible to all** of your employees

Competition events are designed with **different sport levels** and **different tracks to make** the challenge **physically accessible** for everyone

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

THE TEAMS

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

- **Each company** can register one or several **teams**
- 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**

INVEST IN YOUR TEAMS

For each team registration fee includes **comfortable accommodation** and **catering** during the **3 days stay** for the **6 members** of the team,

Very **comfortable accommodation**, full-service catering provided, spa sessions for muscular recovery: ideal conditions to combine team cohesion, great relationships, sports values and **employee well-being**

Registration fee 2025 for each team:

5000 € HT*

the equivalent of **277 €** per person per day

before 30 April 2025, closing date for registrations

*HT = taxes not included

COUNT ON YOUR EMPLOYEES

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 2025

or

payment of the full registration price

*HT = taxes not included

You can **register** your teams
and set up the **composition** (name of the participants) of your teams **later** (May 2025)

PROVEN TRACK RECORD

The **Trophée DESMAN** program has **expanded every year**

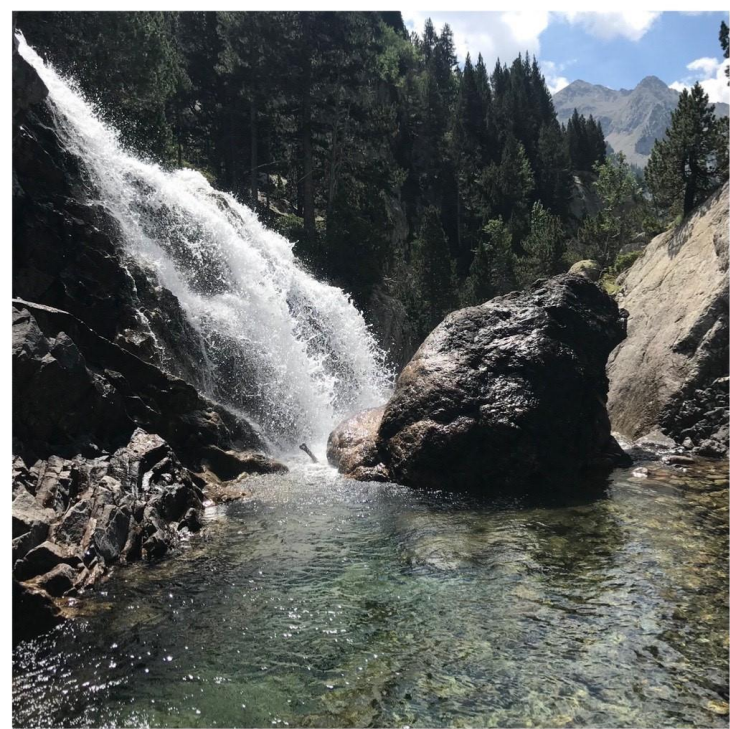
Even though the main events take place in June 2025, we encourage you **to start the group dynamic and involve your teams as soon as possible.**

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.**



MAGIC PLACES

In the heart of the Pyrenees



Trophée DESMAN is organized in the Pyrenees, in Andorra, Spain and France,

After several gatherings in Aragon, the 2025 gathering will take place in the **Pyrenees of Ariège** (lands of the first gatherings) and will introduce to new ideal settings.

2025 GATHERING - SCHEDULE

Thursday 12 June

Reception of the teams (4 pm to 7 pm)

AX-LES-THERMES

Opening ceremony
Presentation of the companies (7 pm)

Friday 13 June

Trail / Orienteering Hike
VALLÉE D'ORLU

« Vivre Nature » event
Photographic contest during the trail/ hiking event
VALLÉE D'ORLU

Saturday 14 June

Running Relay race AX-LES-THERMES

Nautical race MERCUS - PAYS DE TARASCON

Videos transfer for the contest

DESMAN Party AX-LES-THERMES

Sunday 15 June

Team building rally AX 3 DOMAINES

Closing Ceremony AX-LES-THERMES
Announcement of the results
Celebration of the teams

Testimonies on LinkedIn



Eric Sarrat • 1er

Chef d'entreprise chez GT Logistics

2 h ••

les équipes GT Logistics sont revenues avec des étoiles dans les yeux, bravo Frédéric



Bertrand Girardeau • 1er

Managing director AEROSPACE & DEFENCE

1 j •••

Certains courraient et d'autres suivaient en moto 😊. En tout cas, ce genre d'épreuves sportives et humaines renforce les liens entre collègues et permet de découvrir ses collègues sous d'autres aspects. En plus des souvenirs inoubliables lors des différentes épreuves de nos nombreuses participations au trophée DESMAN, cela aura créé des liens qui vont bien au-delà d'une simple relation professionnelle. On s'en parle encore souvent même des années plus tard. A faire sans la moindre hésitation!



Marta Carpena Ferreres • 1er

Executive Assistant to GSB Presses Procurement Director at HP

For sure, one of the best teambuilding a company can have...Impossible to erase from my mind my experience on this event for several years...



Karen Tippkoetter • 1er

Innovation & Communication Consultant

I had the chance to take part in 2 Desman trophy events and it's been a unique experience. Beautiful nature and a great team spirit not only within my own (transnational) team but also among all participants from different companies and countries. Highly recommend!! (modifié)



Federico Faggiano • 1er

Solution Architect at HPE Ezmeral

17 min • 🌐

People who became colleagues, colleagues that became friends, and friends who compete together as a **#team!**

Happy to have represented **#HPE** and fought side by side with you! 32Km of fun, laughs, and suffering surrounded by the beautiful mountains of Panticosa, but WE DID IT!



Michael Kirchgaessner • 1er

ENABLING YOU TO SHAPE A BETTER TOMORROW.

1 mois • Modifié • 🌐

June 2010: This was a breathtaking event, with motivated teams in beautiful nature in France and Spain, as well as challenging competitions that pushed us to our performance limits - no company event has ever left such a motivating impression on me! Thx to Airbus Cimpa and Trophée DESMAN. **#airbus #cimpa #event #france #uk #spain #germany**



Hervé Pouzac • 1er

senior consultant PLM

2 mois •

It is difficult to share how the trophées desman is a great experience except if you had participate too. It builds a strong community inside your projects based on respects and good spirit on physical efforts where weaknesses are shared and not give up. I was a team member, a team coach and a volunteer several years... only great memories and crazy laugh. The sites are wonderfull and organisation is always on top for security, facilities, roadbook :). Do not hesitate to join the trophée desman, your projects and your team members will be boosted



Jordi Serrano • 1er

Business Developer at BayWa r.e. Solar Systems S.L.U.

2 mois ••

Verdaderamente tengo unos grandes recuerdos de haber participado en más de una ocasión y con diferentes empresas del sector **#fotovoltaico** en este gran evento de naturaleza, competición y compañerismo. Lo recomiendo y espero poder volver a participar.



Jorge de Diego Fernández • 1er

Inside Account Manager at HPE | Big Data Analytics at UEM

5 j • 🌐

Un grand merci à l'organisation du Trophée DESMAN, en particulier à **Frédéric CRUELLES-CAPECE**, pour avoir donné l'opportunité à **Hewlett Packard Enterprise** de participer à cette édition 2022 !

The DESMAN Trophy is a sports competition between teams of different companies that takes place in the magnificent surroundings of Lake Panticosa. There, we had the opportunity to compete in hiking, rowing, and running races, but the most important takeaway has been the team spirit and bonds created during these days. Thank you to **PATRICIA DELGADO** and **Filomena Bianco** too, for all the effort you put into bringing HPE teams to this competition. We will repeat!



To request any information feel free to contact the organiser

E-mail : contact@agathenor.com

Trophée DESMAN is organized by:



In partnership with

