

“Align Your Leadership Compass”: A Leadership Retreat for Professionals
3-9 June, 2023 in Bali, Indonesia

Summary

This 7-day retreat is for professionals who want to take their leadership skills to the next level by learning how to apply their strengths, reflect on their purpose, and develop their “soft skills” to become better listeners, work with teams, and deal with difficult situations. The retreat provides an opportunity to delve into essential leadership skills that are difficult to learn in a classroom training setting, as they require self-reflection and guided practice in a supportive environment. The retreat aims to enrich the participants’ ability to become empathetic, purposeful leaders who can navigate complex and stressful situations.

The retreat offers a combination of self-reflection, learning and practice of skills, and peer support, which will be guided by an experienced facilitator. Much of the learning will be active and experiential, through sharing of stories and best practices, peer coaching, role-playing, and other activities that incorporate multiple channels of learning and expression. The natural setting of Bali provides a relaxing setting for reflection and conversation, as well as opportunities to take part in optional wellness activities offered by the retreat center.

The retreat program is comprised of five modules, each of which roughly correspond to one day’s program:

Module 1: Develop a unique leadership style

For this module, participants will be asked to complete a [Belbin Team Roles assessment](#) prior to the retreat. Based on the Belbin Individual Reports, participants will reflect on their strengths and weaknesses, identify any gaps between their self- and observers’ perceptions, and develop a plan for how to maximize their strengths in the context of their current work environment.

Expected outcome: Participants will feel more confident in their strengths and develop a leadership style that is a true reflection of who they are and the organizational contexts they are in. Participants will develop a plan for maximizing their strengths and contributions at work.

Module 2: Reflect on purpose and values

Achieving clarity on values (the “Why” of what we do), and ensuring that it is congruent with our actions, is an important aspect of leadership. Participants will reflect on their values and consider if they are in alignment with their actions and with the values of their organization or community.

Expected outcome: Participants have a clearer sense of purpose and whether it is aligned with their actions, and the purpose and values of their organization or work.

Module 3: Practice active listening

Active listening consistently ranks as the most important skill that is required of leaders, yet it’s also one of the hardest to develop. Participants will learn the skills to listen beyond the surface for underlying emotions, intent, and needs, and become more self-aware of their own biases and patterns of thought.

Expected outcome: Participants will become better listeners and improve how they communicate with their colleagues and people around them.

Module 4: Know what makes teams successful

Today, most work is done in teams or in collaboration with teams, so knowing what makes a team successful is a crucial part of any leader’s toolbox. Participants will learn a framework (the [Drexler/Sibbet Team Performance Model](#)) for recognizing the common challenges faced by teams at different stages of team development, and the measures needed to resolve those challenges. Participants will also learn about building psychological safety, which is an essential foundation for trust and belonging in teams.

Expected outcome: Participants will become more confident team members and leaders by being able to recognize the typical stages of team development and their accompanying challenges. Participants will also learn how to create an environment where people feel empowered and not afraid to speak up.

Module 5: The “Ughs” of leadership-- Managing difficult situations

Leaders are under constant pressure to do more with less resources, and deal with complex and volatile situations. This module explores the “ughs” of leadership and how to overcome them, by setting appropriate boundaries, dealing with conflict sensitively, and managing our stress so that it doesn’t overwhelm us.

Expected outcome: Participants have more confidence and the skills to deal with pressure and difficult situations with people.

About the facilitator:

The retreat will be led by **Nami Ishihara**, an IAF Certified Professional Facilitator and trainer with over ten years' experience in facilitating team retreats and strategy planning for international teams. She is a certified practitioner of Belbin Team Roles and the Grove Consultants International Team Performance System, which are used in the retreat. She is the founder and lead facilitator at HappyTeams LLC (www.happyteams1.com).

Nami is passionate about creating spaces where participants can discover new aspects of themselves and connect with others in a safe, supportive environment. She aims to provide an experience that is both transformative and useful, that integrates the heart and mind. She created this workshop so that people can experience the profound transformation that happens when we allow ourselves the time and space to reflect and connect with each other. She looks forward to welcoming and supporting participants in their leadership journey.

Fee (in USD):

Double occupancy \$2300

Single occupancy \$2900

Special Discount for the first five paid participants:

Double occupancy \$2000

Single occupancy \$2600

Price includes tax and service.

7 days, 6 nights accommodation and meals at the [Floating Leaf Eco-Luxury Retreat](#) in Bali, Indonesia

Includes:

- Roundtrip airport transfers to/from the retreat center
- A Belbin Individual Report (\$55 value)
- Align Your Leadership Compass Workbook and Journal
- Certificate provided upon completion

Also:

- 2 complimentary Signature Balinese Massages
- 1 yoga class
- Purification Ceremony and Ritual at Sacred Water Temple
- Welcome dinner with dancer and musicians
- Art and Culture shopping tour

Please feel free to contact Nami with any questions.

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