

“Align Your Leadership Compass”: A Leadership Retreat for Professionals
1-7 June, 2024 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 values and purpose, and become better listeners and communicators. 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 self-care 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 which establishes types of behavioral traits based on self- and observer perceptions. Based on the Belbin Individual Reports, participants will identify 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 create a plan for maximizing their strengths and contributions at work

Module 2: Reflect on values and purpose

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 are clearer about their purpose and sense of direction

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 teams.

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 understanding the different stages of team development and the measures needed to resolve some common 'dysfunctions' for each stage. 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 knowing the typical stages of team development and their accompanying challenges. Participants will also learn how to create an environment where everyone feels empowered to voice their thoughts and contribute.

Module 5: Practice giving and receiving help through coaching

Giving and receiving help as/from a coach or mentor is one of the ways we can develop our capacity as leaders. Being a good coach or mentor means learning to ask questions that spark self-understanding, carefully observing and listening, and taking risks to say what the other person might not see, while maintaining empathy. Participants will take turns practicing being a coach and coachee, to build their confidence in this important skill.

Expected outcome: Participants will learn and practice some key skills for being an effective coach and mentor. At the same time, they will receive advice from peers in their cohort about their current biggest leadership challenge.

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's [Team Performance System](#), which serve as the theoretical frameworks 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.

Testimonials from 2023 retreat participants:

"Nami has hit the modern day working target of matching leadership with self care. I learned so much about how improved wellness makes me a better leader. This course examines the challenges of the workplace with the reality of our modern day leadership demands. I've now got tools to manage both. Thank you!"

"Nami and Jackie are exceptional in creating a safe space to develop personal and professional goals that we can work towards. I met some lifelong experiences here and also gained immense clarity on my leadership and professional goals. I would highly recommend the retreat to anyone looking for opportunities to grow their leadership skills and also problem solve around their leadership challenges."

"I really enjoyed this retreat. Nami's empathic feeling and kind soul come through. She is a deep listener, deep thinker. I learned a lot and achieved my goal and expectations."

Fee (in USD):

Double occupancy \$2100

Single occupancy \$2800

Price includes tax and service.

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

Includes:

- Unlimited coffee & tea, afternoon snacks
- Roundtrip airport transfers to/from the retreat center
- A Belbin Individual Report (\$75USD value)
- Align Your Leadership Compass Workbook and Journal
- Certificate provided upon completion

Also includes:

- 1 complimentary Signature Balinese Massage session
- 1 yoga class
- Group sound healing session
- Purification Ceremony and Ritual at Sacred Water Temple
- Guided walks at nearby rice fields and beach

Please feel free to contact Nami with any questions.

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