



True. Regenerative. *Leadership.*

Tirama Global Executive Retreat.

About Tirama.

Step into a different kind of leadership journey with us.
At Tirama we facilitate leaders and organisations to evolve through regenerative, adaptive learning practices rooted in scientific rigour, ecological wisdom, and deeply human practices

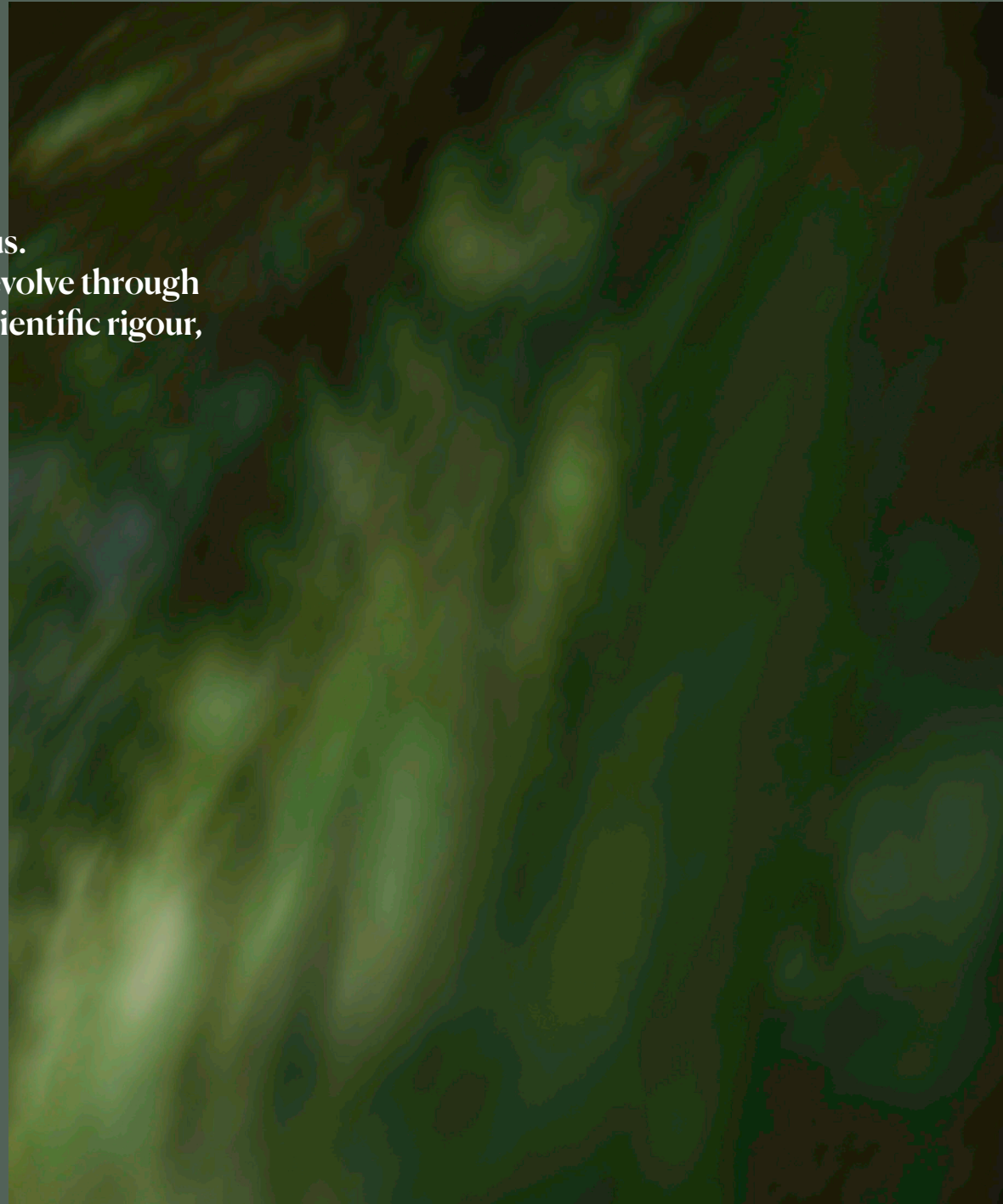
Tirama is a catalyst for a more natural emergence of leadership insight and growth.

We strip away pretence and competition to create a space where people can truly be themselves—unlocking deeper growth, authentic connection, and powerful, practical impact.

Our bespoke, experiential programmes create safe environments for real transformation to emerge - consider both performance and well-being and blend global insight with the unique perspective of place - Aotearoa New Zealand.

Our methods are carefully designed to create meaningful and measurable change, with a passion for the unexpected moments needed to unlock a step change in leadership performance.

If you want to lead with new impact, resilience, and vision - now and for the future - Tirama will shine the light on exactly what you are looking for.



Tirama Global
Executive Retreat.

Tirama Global Retreats.

Step far enough away to see what really matters. The Tirama global executive retreat is for leaders who crave clarity, connection & fulfilment. This bespoke learning adventure is set in one of the world's most trusted, diverse and progressive environments.

You will join an exclusive group of decision makers, who want to shape the future of organisations with regenerative, humanistic practices.

For leaders who value impact over optics.



What you can expect

New Zealand is a place where leadership is practiced, not performed. To explore what it means to lead regenerative change, and organisational renewal we must go beyond the classroom and text books and explore the ecological & social elements that shape our success as leaders.

During this immersive learning adventure you will explore your own leadership intent, specifically you will —



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*“Restore the leader —
not just the strategy”*

- (Re)discover a renewed sense of purpose and meaning
- Increase your levels of self-awareness, to make challenging decisions with no easy answer
- Spend a day with a global expert to explore your own resilience. Learn how to thrive under pressure and help others to do the same
- Develop performance habits for sustaining mental acuity, health and learning agility
- Receive feedback & peer observation on leadership presence & impact
- Build deeper connections using the power of stories and dialogue



To lead regenerative organisations you will:

- Define regenerative organisations and how it differs from sustainability and extractive organisations
- Grow your social and emotional maturity so you can facilitate deeper team cohesion
- Explore regenerative thinking models and deeper ways of enquiry so new organisational designs emerge
- Explore the power of design thinking and systems thinking to create optimistic futures
- Reset ways of partnering with boards for high trust models of governance
- Explore how a small nation has deep trade connectivity and creates a smart, open economy
- Apply learning to real time commercial and cultural challenges that you must resolve



*Having space to reflect
and really unpick our internal
processes was a game changer*

John Doe





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What are the benefits of New Zealand

Nature is a leadership accelerator.

Tirama executive retreats allow participants to redefine their impact within nature. The shed is Tiramas bespoke learning venue with curios, art, vintage couches and great coffee.

Set in the historic gardens of Waimate North, you will wander the 10 acres of natural forest, pick fruit from the orchard and sit by the fire whilst our personal chef cooks delicious meals sourced from local suppliers. You will stay in 4 star accommodation at Paihia, with ocean views and every minute is designed to replenish you.

Meet local Māori leaders, policy shapers and private equity investors who are creating economic renewal for one of the most historic regions of NZ where poverty and inequity are a norm. Hear their courageous stories of economic renewal and how inter-generational change is being achieved.

During the retreat you will dive into nature with beach walks, guided cycling trips through historic sites and enjoy getting on the water on a waka - a traditional Māori voyaging canoe. It is an opportunity for you to gather insight from the landscapes as much as the curriculum

Learn from a place where leadership is measured in generations, not quarters.

Who is the programme for:

- CEOs, executives and senior leaders of private and public organisations looking for a fresh perspective
- Entrepreneurs and leaders of family owned businesses
- Intact executive teams who want to uplift cohesion and organisational performance
- Those who are considering an MBA or Ivy League short course, but are willing to dive into deeper transformative truths and find lasting change.



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*“For leaders who value
impact over optics.”*

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Where forward
thinking leaders
go to grow

Tirama Global Executive Retreat

Programme Overview

Preparation:

- 90 minute interview with Tirama facilitator
- Hogans self assessment and debrief
- Discovery challenge.
Bring insights about your organisation to work with as you learn
- The story that has shaped you

On line Orientation (2 hours)

- meet learning colleagues
- share learning goals
- complete deep listening challenge
- define regenerative leadership



5 Day Immersive Learning Experience.

Bay of Islands, New Zealand

Every day includes time for reflective practice, a walk in nature and provocative learning delivered by world class facilitators and guest experts.

Accommodation is provided at the seaside village of Paihia in the Bay of Islands NZ. All local travel and meals are provided. A special evening dinner on Day Two will be hosted at Russell, the place where Aotearoa NZ modern history began 200 years ago. The learning venue (the shed) is a truly unique environment that fosters creativity and connection. Amy our private chef provides nourishing food on site, accommodating all dietary requests.

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High level agenda - Bay of Islands

Day 1.

Leading self in a regenerative way

Morning:

- Indigenous welcome
- Connecting through story telling

Afternoon:

- Purpose, values and ambition
- What matters to me and what I can be counted on for
- Performing under pressure (Guest expert)

Evening:

- Reflective practice
- Day 2 preparation



Day 2

Leading others in a regenerative way

Morning:

- Regenerative leadership blueprint
- Navigating dilemmas and inconvenient truths

Afternoon:

(Led by indigenous wisdoms expert, Professor Chellie Spiller)

- Ancient wisdoms
- The art and science of wayfinding
- Wayfinding application

Evening:

- Reflective practice
- Day 3 preparation

Tirama Global Executive Retreat

High level agenda

Day 3

Building regenerative organisations

Morning:

(Led by European professor expert)

- Why regenerative change matters
- 7 principles of regenerative organisations
- Understanding the system
- Facilitating deep enquiry to shape and influence the system

Afternoon:

- Case Study of regenerative organisation on the world stage. Meet the founders
- Regenerative change cycle - practical application for your organisation
- Plan for influence and change

Evening:

- Reflective practice
- Day 4 preparation



Day 4

Navigating Turbulence

Morning:

(Led by Justin Ferrell Stanford University)

- Human centred design for regenerative leaders
- Stepping towards complex futures
- Scenarios for a crisis

Afternoon:

- Case Study. Founder led session.
- Peer learning and sharing
- Turbulence blueprint

Evening:

- Reflective practice
- Day 5 preparation

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High level agenda

Day 5

Regenerative futures

Morning:

- Weaving insights into regenerative change action and influence plan
- Share commitments and aspirations
- 5 day event closure

Midday:

- Participants leave



Virtual Masterclass One (2 hours)

- colleagues share progress
- coach for possibilities unrealised

Virtual Masterclass Two (2 hours)

- colleagues share progress
- coach for possibilities unrealised

Discovery Day San Francisco

- Discovery visits to two organisations
- Debrief insights
- Guest lecture
(Justin Ferrell Stanford University)
- Participant showcase achievements
- Celebratory dinner & programme close

Our Faculty

01.

Jo Nicol
BBS
Tirama Co-Founder

02.

Roz McCay
BSc
Tirama Co-Founder

03.

Justin Ferrell
Consulting Faculty
for Design Thinking

04.

Dr. Ceri Evans
Consulting Faculty for
Performing Under Pressure

05.

Jodi Hayward
Consulting Faculty

06.

Prof. Chellie Spiller
Hapū Matawhaiti Iwitea,
Ngāti Kahungunu ki Wairoa
Consulting Faculty for Wayfinding

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Next Steps:

Please contact us with your expressions of interest so we can discuss your leadership goals and development needs.

Phone or email to register your interest as these programmes fill up quickly.

www.tirama.nz

Email info@tirama.nz

US based Leader:

Call **Justin Ferrell** 0012028217336

Asia Pacific Leaders:

Call **Roz Mccay** +6421769622 *or*

Jo Nicol +64212249224

Investment:

\$25k^{USD}

Includes all virtual learning labs, 5-day NZ retreat, programme resources, 3 x individual coaching sessions, accommodation during retreat and catering. Excludes flights and travel to learning venues. A more detailed programme overview will be provided at time of application.





Tirama Global Executive Retreat.

— *more regenerative, more adaptive and more connected*