



True. Regenerative. *Leadership.*

Replenish Leadership Programme.

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: Replenish
Leadership Programme

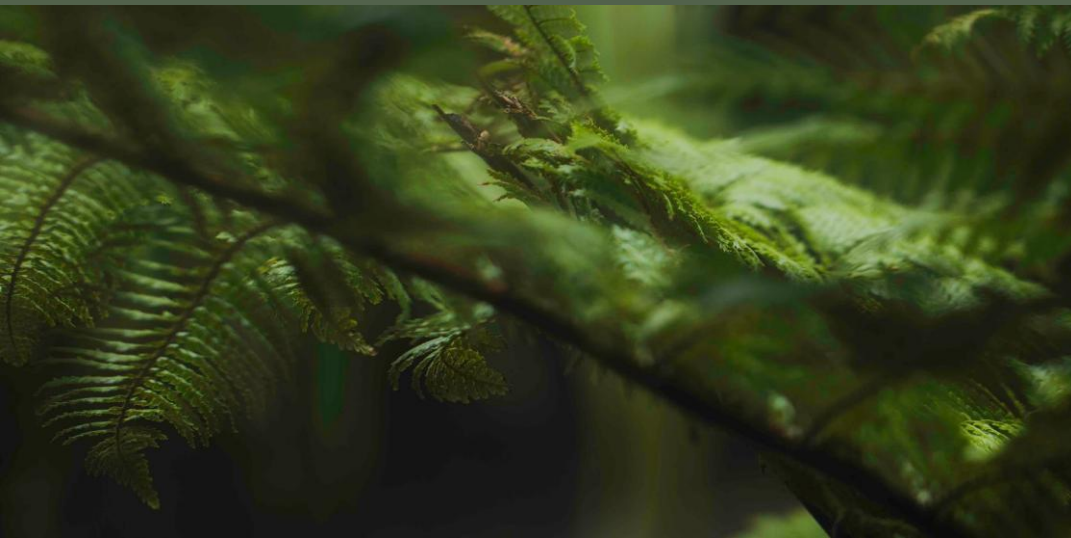
Tirama: Replenish Leadership Programme

“Replenish the leader - not just the strategy”

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

You will join a small 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 and social elements that shape our success as leaders.

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



01

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

- Define regenerative leadership and organisational practice
- (Re)discover a renewed sense of purpose and meaning
- Increase your levels of self-awareness, to make challenging decisions with no easy answer
- Identify hidden commercial and cultural influences that are hindering performance and are missed opportunities
- Grow your social and emotional maturity so you can facilitate deeper team cohesion
- Discover what it takes to lead transformational change in a humanistic way.



- Design future scenarios for your life that you will confidently walk towards
- Reset your leadership priorities to amplify your impact and influence
- Develop performance habits for sustaining mental acuity, health and learning agility
- Receive feedback and peer observation on leadership presence and impact
- Apply learning to real time leadership and organisational challenges that you must resolve.



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



Tirama: Replenish
Leadership Programme

What are the benefits of New Zealand

Nature is a leadership accelerator.

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

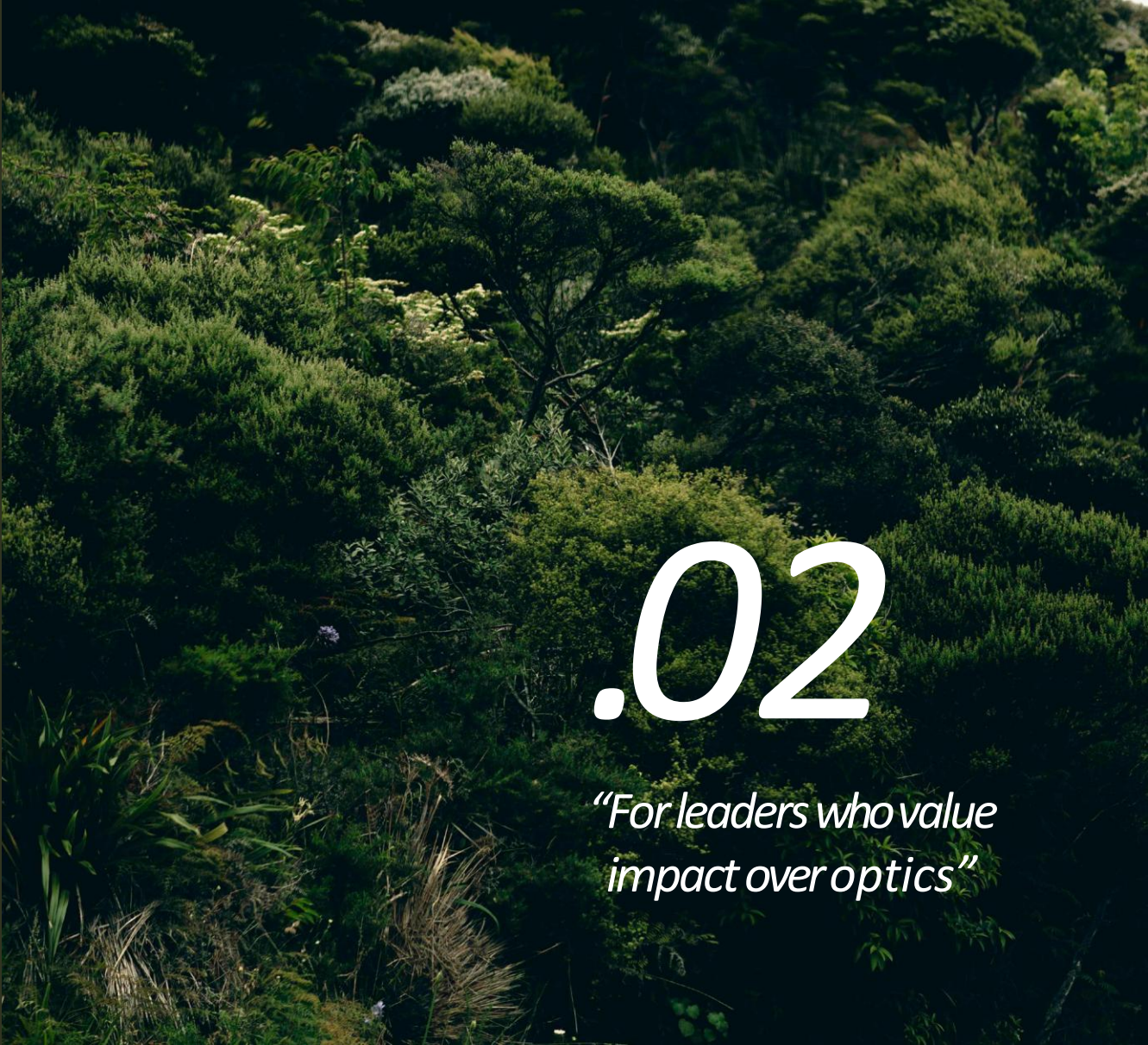
Tirama programmes are in located in Auckland - Piha beach or Kerikeri, Northland. You can walk beaches or wander the 10 acres of natural forest, pick fruit from the orchard and sit by the fire whilst our personal chef cooks delicious meals sourced from local suppliers. You will stay in 4 star accommodation, with panoramic views and every minute is designed to replenish you.

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
- Leaders who have experienced significant change and want clarity on next life step
- Entrepreneurs and leaders of family owned businesses
- Those who are considering an MBA or Ivy League short course, but are willing to dive into deeper transformative truths and find lasting change.



.02

*“For leaders who value
impact over optics”*

T
I
R
A
M
A

Where forward
thinking leaders
go to grow

Programme Overview

Preparation:

- 90 minute interview with Tīrama facilitator
- Hogans self-assessment
- Determine organisational context that they lead in
- The story that has shaped you.

Hogan Debrief with Tirama facilitator

- 60 minute conversation turning insight into action.

Online Orientation (2 hours)

- Meet learning colleagues
- Share learning goals
- Complete deep listening challenge
- Define regenerative leadership.



2.5 day learning adventure

Virtual Masterclass One (2 hours)

- Colleagues share progress
- Coach for possibilities unrealised

Virtual Masterclass Two (2 hours)

- Colleagues share progress
- Coach for possibilities unrealised

Individual coaching sessions are additional and available on request.

Next Programme Dates 2027

Programme Registrations close on
Hogans Self Assessment completed by
Leadership 90 minute start up conversations completed by
Hogans 60 minute debriefs completed by

Online Orientation (2 hours)

2.5 day Learning Adventure

Virtual Masterclass One (2 hours)

Virtual Masterclass Two (2 hours)

1st July 2026

6th July 2026

24th July 2026

28th July 2026

Fri 31st July 10:00am-12:00pm

Wed 5th-7th August

Fri 21st August 10:00am-12:00pm

Thu 10th September 10:00am-12:00pm

Each Replenish Programme is capped at 4-6 people
to ensure attention and a positive community vibe.

Early registration is recommended.

Replenish Leadership

High level Agenda for the 2.5 Day Learning Experience

Day 1.

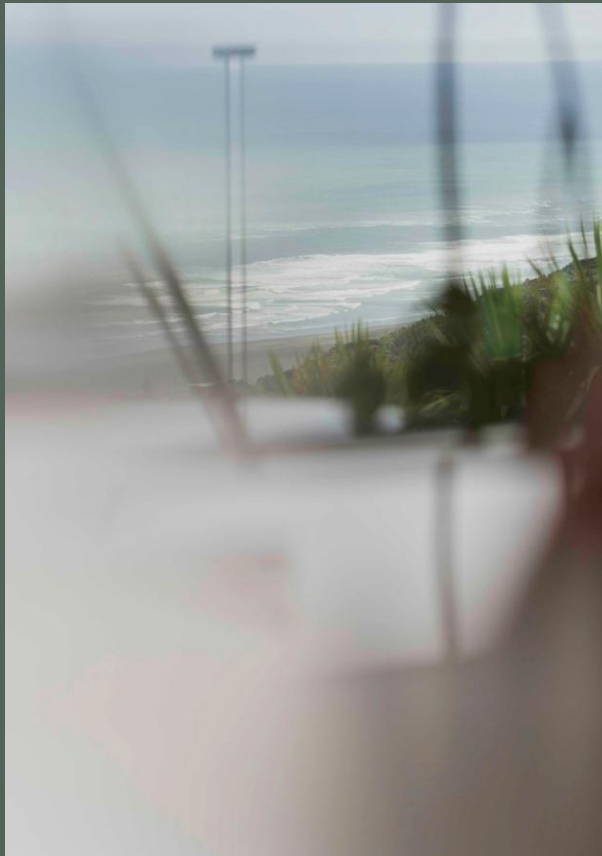
Afternoon:

12pm Arrive for shared lunch & nature walk

2pm Regenerative Leadership Deep Dive

Share Stories that matter

- Understanding what is involved to lead in a regenerative way for your team
- Ensure small mindset and behavioural changes in you, have big impact on your team and organization
- Elements that shape social emotional maturity and why it matters for you
- Modern Transformation qualities needed to lead systemically
- Leadership Purpose and values.



Evening :

- Dinner
- Journalling and reflection exercise.

Replenish Leadership

High level Agenda for the 2.5 Day Learning Experience

Day 2.

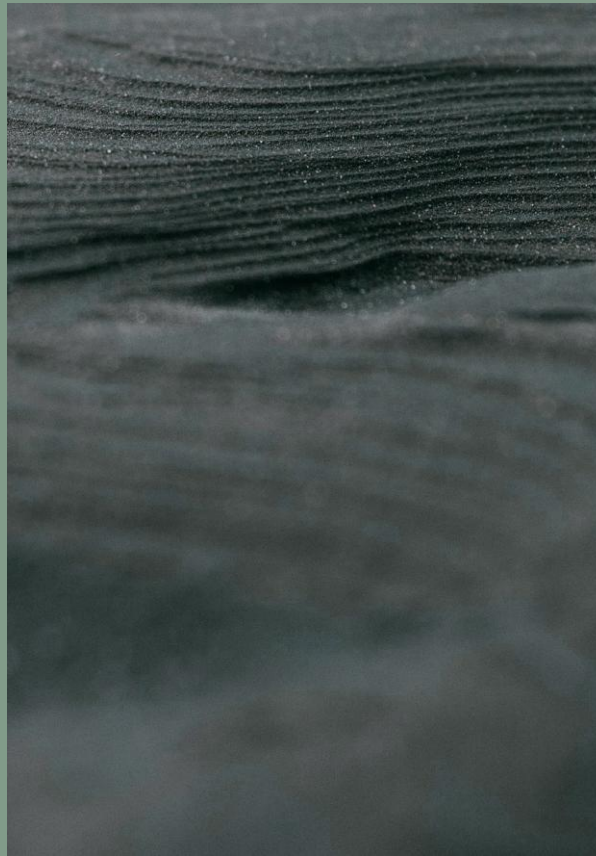
7.30am Breakfast and mindful practice

Morning:

The story of you now

- Shifting patterns and habits that can either help or hinder impact and influence
- Charting relationships and inter-relationships that need to let go
- Design Leadership performance aspirations
- Peer coaching activity.

12pm Lunch



Afternoon:

Creating Momentum

- Name and learn how to thrive in upcoming pressure moments
- Taming fears into progress
- Being able to manage attention not time
- Reset diary routines to achieve a desired breakthrough.

Evening:

- Dinner
- Visit historic Nga Wha Hot springs for relaxing swim
- Journalling and reflection activity.

Replenish Leadership

High level Agenda for the 2.5 Day Learning Experience

Day 3.

7.30am Breakfast & mindful practice

Morning:

Conviction For Change

Futures scenario blueprint

- Crafting the story to shape my future
- Signing up for 90-day actions and development experiments
- Craft conversations that matter
- Support crew identified
- Personalised facilitator insights for you to consider
- Leader photo montage exercise.



12.30pm Lunch and
Appreciation ceremony

2pm Travel Home.

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.

Amanda Maoate

Registered
Psychotherapist

05.

Dr. Ceri Evans

Consulting Faculty for
Performing Under Pressure

06.

Jodi Hayward

Consulting Faculty

07.

Prof. Chellie Spiller

Hapū Matawhaiti Iwitea,
Ngāti Kahungunu ki Wairoa
Consulting Faculty for Wayfinding

08.

Tiare Tolks

Registered Health
Psychologist

Tirama: Replenish
Leadership Programme

Next Steps

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

Please phone or email to register your interest as these programmes *fill* up quickly.

www.tirama.nz

Email: info@tirama.nz

Asia Pacific Leaders:

Call Roz Mccay +6421769622 *or*

Jo Nicol +64212249224

Investment:

\$9k NZD
+GST

Includes all virtual learning labs, Hogans assessment and debrief, 2.5-day NZ retreat, programme resources, accommodation during retreat and catering. Each replenish programme is capped at 4-6 people to ensure personalised attention and positive community vibe. Excludes flights and travel to learning venues. A more detailed programme overview will be provided at time of application.





Tīrama: Replenish Leadership Programme

—more regenerative, more adaptive and more connected