



True.
Regenerative.
Leadership.

Tight 5 – 2026 / 2027

CEO & Executive Leadership Programme

Benefits of belonging to the 'Tight 5'

- *Be part of a team of CEO & C-suite peers, all selected to bring diversity and learning edge to the group*
- *Get clear on your career pathway and extended networks*
- *Generate insights to achieve 'next level' organisational impact*
- *Learn with the best; academic faculty from the world stage, pro facilitators, exciting guests and personal support*
- *Apply modern academic content and ancient wisdoms to discover new possibilities in your organisation and team*
- *Reinvent partnerships with the board and key stakeholders*
- *Achieve meaningful social contribution as a team*
- *Deepen your practice as a human centred designer of cultural change*
- *Co-design curriculum with Tight 5 for highly relevant learning investment*



*Personal & professional growth is slow
when you try and go it alone. Join a
diverse group of peers for a highly
focused and relevant learning
adventure.*

Proposed curriculum will be tailored to suit the needs of the Tight 5

Curriculum

Influencing Self

- *Learning to learn*
- *Being curious about biases*
- *Building creative confidence*
- *Refining the subtle art of state shifting*
- *Discovering grit, acuity & emergence*
- *Being real about self care*
- *Dilemma management shared*
- *Connecting with purpose, presence and impact with diverse audiences*
- *Navigating career moves*
- *Finding confidence in ambiguity*
- *Paving the way as a 'new breed' CEO*
- *Leader elevations; be where only you can be*

Influencing Systems (organisation and community)

- *Generating organisational adaptivity for market and community success*
- *Building a creative approach to partnering, sponsorship and collaboration*
- *Culture and performance; pulling both levers simultaneously with your team and beyond*
- *Bringing change to board room dynamics*
- *Navigating high performance dichotomies & inconvenient truths*
- *'Playing' with systems and ecosystems, spotting and synthesising patterns, knowing when and how to act*
- *Generating the blueprint for next level inclusion*
- *Human centred design for social change and ESG excellence*

The experience looks like this:

Structure and format:

- A 10-month programme of immersive learning
- Adaptive leader 360 survey & debrief
- Virtual orientation session to connect with each other and agree team learning outcomes
- Residential workshops (x 3 – in Piha, Kerikeri and Auckland)
- Online labs on chosen content (3 x two-hour sessions)
- Unique characters to provoke your thinking and action. Most sessions include a special guest
- Individual check-in / coaching 3 x 1:1

Programme Investment:

\$29,500 | NZD+ GST.

Programme fee provided on request (includes tuition, materials, food and accommodation when required. Excludes flights and travel to venue).



*A uniquely adaptive
learning adventure*

Our core team includes:

Facilitators:

Jo Nicol & Roz McCay

Global Faculty:

- Justin Ferrell, Stanford University d.School
- Dr Ceri Evans, Perform Under Pressure
- Professor Chellie Spiller, Next level Inclusion, Author – Wayfinding Leadership
- Unique guests will be invited to support learning. New breed board directors, startup entrepreneurs, Te Ao Māori leaders, provocateurs from interesting places.
- Greg Berleur - a European perspective on Systems Thinking



Who you'll learn with:



*World class team at your
doorstep*

Next Programme Dates 2026/2027

Programme Registrations	close on 30th Oct 2026
Getting started Individual welcome and 360 survey launch 1:1 meeting: Learning outcomes defined with 360 debrief	November 2026
Online Orientation Meet the Team 3-hour session via Teams	10 Dec 2026 09:00am-12:00am
Fast Start Residential Workshop # 1 @ Piha	Wed 3 - Fri 5 February 2027
Online Virtual Learning Labs 2 hours each month via Teams	26 Feb 2027 09:00am-11:00am 19 March 2027 09:00am-11:00am 9 April 2027 09:00am-11:00am
Residential Workshop # 2 @ The Shed Kerikeri	Wed 19 – Fri 21 May 2027
1:1 Check-Ins / Coaching Time to be agreed to suit participant's schedule	May / June 2027
Residential Workshop # 3 @ Auckland / Piha	Wed 28 - Fri 30 July 2027
Graduation / Final Day @ Auckland	Thu 19 August 2027

Tirama: Tight 5
Leadership Programme

Next Steps

Contact details:

Please phone or email to
register your interest as this
programme fills up quickly.

www.tirama.nz

Email :
ngaio@tirama.nz

Roz McCay 021 769 622

Jo Nicol 021 224 9224





Tight 5 – 2026 / 2027

CEO & Executive Leadership Programme