



RETREAT OVERVIEW

Leadership Retreat

A two-day intensive for executive teams, senior leaders, management professionals, and key decision-makers, as well as anyone looking to communicate with confidence.

DESIGNED FOR ACCOMPLISHED PROFESSIONALS WHO SAY

“I edit myself mid-sentence.”

“Unscripted questions unsettle me.”

“I hold back until the moment has passed.”

“My authority gets lost in English.”

PREPARATION

Prior to Arrival

Anchoring the work in your own agenda

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Pre-Work

A brief unscripted recording and one high-stakes conversation from your own calendar, so that every exercise is grounded in the work you actually lead.

INDIVIDUAL GOALS · YOUR OWN MATERIAL · A MEASURABLE BASELINE

EVENING BEFORE

Arrival & Welcome

Settling in before the work begins

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Welcome Dinner

An informal dinner to meet the group and set the tone for two days of focused work — an unhurried start among peers before the programme begins.



DAY ONE · MORNING

The Foundations of Executive Presence

Closing the gap between competence and delivery

01 The Performance Gap

Why accomplished professionals can lose their edge in a second language, and how to stop editing yourself in real time so that your expertise, not your grammar, sets the tone.

PERSONAL PRESSURE POINTS · THE COST OF SELF-MONITORING · CLARITY OVER CORRECTNESS

02 Composure

The physical foundations of authority: steadying yourself before you speak, holding silence with confidence, and recovering gracefully when a thought slips away.

BREATH AND POSTURE · THE STRATEGIC PAUSE · EYE CONTACT · RECOVERY UNDER PRESSURE

03 The Voice of Authority

Vocal command as a matter of clarity and control, not accent, and how pace, pausing, and emphasis shape the way your judgment is received.

PACE AND PAUSING · EMPHASIS · INTONATION · FROM SCRIPT TO SPONTANEOUS

DAY ONE · AFTERNOON

Influence in Real Time

Leading the conversation rather than following it

04 Thinking Under Pressure

Reliable structures for the unscripted moment, whether a pointed question from the board or a challenge from a client, rehearsed under realistic pressure until they become instinct.

RESPONSE FRAMEWORKS · EARNING THINKING TIME · A CREDIBLE "I DON'T KNOW" · KNOWING WHEN TO STOP

05 Strategic Contribution

Turning careful listening into visible leadership: knowing when to enter a discussion, how to shape its direction, and how to make your perspective count.

ENTERING · BUILDING · CHALLENGING · REFRAMING



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Addressing the Room

A concise briefing or recommendation delivered to the full group, with direct feedback on structure, presence, and impact.

OPENING WITH INTENT · COMMANDING ATTENTION · CLOSING DECISIVELY

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Peer Advisory Circles

In the spirit of an executive roundtable, each participant brings a live communication challenge, receives counsel from peers, and rehearses the moment until it holds.

REAL CHALLENGES · PEER COUNSEL · REHEARSAL AND REFINEMENT

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During speaking, communicate. After speaking, evaluate. Don't try to do both at once.

A GUIDING PRINCIPLE OF THE RETREAT

THE APPROACH

Built for Senior Professionals

What distinguishes the experience

Substance over perfection

Feedback centers on structure, composure, and impact, because that is what boards, clients, and colleagues actually notice.

Rehearsal, not theory

Every skill is practiced aloud, refined, and immediately repeated until it holds under pressure.

Your agenda, not ours

Scenarios are drawn from your own board meetings, consultations, negotiations, and briefings.



DAY TWO · MORNING

Leading When the Stakes Are High

Clarity and composure in the conversations that define leadership

08 Candor Without Conflict

Disagreeing, negotiating, and holding a position with clarity, without sounding tentative or combative, and with an understanding of how directness travels across cultures.

DISAGREEING UPWARD · HOLDING A POSITION · NEGOTIATION · CROSS-CULTURAL REGISTER

09 Difficult Conversations

Delivering hard messages and receiving criticism with composure, whether the listener is a board member, a client, or a direct report.

DELIVERING DIFFICULT NEWS · RECEIVING CRITICISM · SAYING NO · SETTING BOUNDARIES

10 The Executive Simulation

A realistic high-stakes meeting built around a conversation on your own calendar, complete with probing questions, objections, and interruptions from senior stakeholders.

RECOMMENDATIONS · SCRUTINY · COMPOSURE UNDER CHALLENGE

11 Measuring the Shift

A second recording, heard alongside the first, makes the progress unmistakable, and a personal plan carries it into your next critical conversation.

AUDIBLE PROGRESS · PERSONAL ACTION PLAN · ACCOUNTABILITY

AFTER THE RETREAT

Sustaining the Gains

From two days of practice to lasting habit

12 The Thirty-Day Integration

One focused behavior each week, applied in real meetings, with optional one-to-one coaching to refine what the retreat begins.

WEEKLY FOCUS · APPLIED PRACTICE · ONE-TO-ONE COACHING
