

Women's Leadership Retreat

September 30th - October 3rd, 2010

Why Come? The Business Case

If you could pick a word to define the times we live in, it would be "speed". While it's an exhilarating time to be on this planet as women transcend corner offices and technology reconfigures how we connect globally, socially and professionally, there lies a complex paradox for women. Follow the bouncing ball:



Statistics Canada reports women in the paid labourforce are still responsible for 70% of child and home care and 90% of elder care in the family.



The business world values clear thinkers, quick decision makers and articulate communicators. Many would argue that the mess the world is in is because most of our leaders think, decide and communicate in a typically one-dimensional, "cerebral" way. However, good leadership engages both the head and heart. Barack Obama nominated six women of the nine candidates with three prevailing to become Justices of the US Supreme Court. Why? *"We need somebody who's got the heart, the empathy to recognize what it's like to be poor, or African-American, or gay, or disabled, or old. That's the criteria by which I'm going to be selecting my judges."* This integrated head/heart thinking is at the very core of what makes women powerful.



As there is with ethnicity, there exists a "gender-based culture" which manifests in relationships at home and at work. Women and men have different brain physiology and social experiences which

is the genesis of our diverse worldviews, communication and management styles. The reality is, much of the world (business, law, politics, academia) is built on a male model. People are generally unaware of these gender-based rituals and approaches which invariably leads to misunderstandings and misinterpretations.



There's a reason it's called "mother" nature. There is an intrinsic connection between women and nature - it's where we do our best thinking and feeling. Most of us live in an urban environment, cutting us off from an important source of creativity.



Women's lives have evolved to becoming human "doings" rather than human "beings". Many of us are in survival mode and can't remember the last time we sat for an hour in nature, just being. Consequently, it has become more difficult to stay connected to the very thing that makes us exceptional leaders in our own spheres of influence. How many of us have metaphorically yelled at the committee that resides 24/7 in our heads, "Just shut up a minute!"?

It's time to reclaim, reconnect and restore all that makes us powerfully unique.



Mud baths and heart attack-inducing cliff jumping purely optional

What You'll Take Away...



All leadership programs offer ways to increase self-awareness, cultivate personal growth, recognize personal strengths and abilities. They help you develop courage to step outside of your comfort zone and enhance your flexibility to work with any situation that arises. But here's where we part company from traditional leadership programs.

It's almost impossible to describe the power of this process. It's one of those rare experiences that must be experienced to be lived. This intensive three-day retreat is located in the unspoiled wilderness setting of Temagami (www.smoothwater.com), a perfect place to clear away your "inner chatter and clutter".

There's a new trend exploding. Hospitals, education institutions and companies like GlaxoSmithKline, IKEA, Samsung, IBM, and Polaroid now integrate art to inspire teambuilding, executive presence, and intercultural communications. Using an arts-based learning program, Gender Intelligence™, and Going Outside to Go Inside, this retreat is designed to integrate and elevate linear head with creative heart-based thinking. Think of it like a braid: we gently intertwine creative art exercises, excellent food, spectacular natural surroundings and gender intelligence to create a space to develop your intuition into a strategic, razor sharp leadership tool. (Absolutely no art or wilderness experience required or even desired.)



What You'll Get to Do

Going Inside: Learning to Lead "From the Inside Out"

- Work with your biography: create your life chart to connect to the deeper story of your professional and personal life
- Learn how to access deep inner revelations through a facilitated artistic process using paint, pastel, or clay modeling
- Capture your personal journey and revelations in beautiful journals



Going Outside: Connecting the Power “Within” to the Power “Outside”

- Reclaim, restore and reconnect to all aspects of your feminine intuition through nature hikes, canoeing, walking the labyrinth and silent sits in serene, wilderness surroundings
- Tap into the power of your inner “Gatherer Archetype” with foraging and cooking local and wild foods
- Harness the power of *strategic feminine* intuition through the concept of Gender Intelligence™. Learn the differences in how women and men communicate, manage and relate to each other in the workplace. Discover how to make your inner “womaness” your greatest asset in your professional and personal life



The Program

Day One, Thursday, September 30th

Arrive between 4 and 5 pm.

5 pm Meegwich Reception

- Local treats
- Tour of Smoothwater: Introduction to the Labyrinth, Gathering Hall, hiking trails, gardens, outdoor sauna

6:00 pm Welcoming Dinner

7:30 pm *Introduction to Leadership Intelligence*



Day Two, Friday, October 1st

6:30 am Power Nature Hike (optional)

7:30 am Breakfast

8:30 am *Workshop: Managing the Unexpected*

- Learn to make the unconscious conscious
- Develop flexibility to meet whatever comes towards you

10:30 am Canoe tour of James Lake

Noonish Lunch

- Mindfulness Drawing Siesta

2 pm *Workshop: Discover Your "I am..."*

- Find your authentic voice – anchoring your Leadership Intelligence
- Work with the deeper questions of "Who is the Self?" and "What is my work in the world?"

4:30- 6:00 pm - Wild Edible Gathering and Cookery

- Forage, pick and prepare with wild and local foods.

7:00 pm – Harvest Dinner

8:30 – 9:30 pm Leadership Intelligence = Gender Intelligence™

- Introduction to Gender Intelligence



Day Three, Saturday, October 2



6:30 am Power Nature Hike (optional)

7:30 am Breakfast

8:30 am *Workshop: The Blind Spot*

- Become aware of your “blind spot” or nemesis
- Call out your “resistance” voices

10:30 am Dialogue Walk

- Practice empathic listening

Noonish Lunch

- Mindfulness Drawing Siesta

2:00 pm *Workshop: Transforming Your Nemesis*

- Redefine who’s in charge: You, not your nemesis
- Learn to act from an emerging future, not patterns of the past

4:00 pm – Nature Silent Sit

- Quieting the inner chatter - Connect to a new level of personal authenticity

6:00 pm – Peace Dinner

7:30 - 9:30 pm *Workshop: Gender Intelligent Communications Workshop*

- Learn to use ritual opposition, men’s favourite “idea development” technique
- Issue directives in a way everyone understands
- Discover the consequences of misreading women and men’s body language
- Develop effective “small talk” competencies needed to “grease the wheels”



Day Four, Sunday, October 3

6:30 am- Power Nature Hike (optional)

7:30 am – Breakfast

8:30 am - Final Mindfulness Drawing Siesta

9:00 am - *Workshop: It's Your Turn – What's Coming Towards You?*

- Gather the weekend's heart learning to create your future vision and intention
- Finding practices to reintegrate your heart (finding practices to stay connected to your your leadership intelligence...)

Noonish – *Re-entering the World* Lunch

2:00 – Departure



Program Fee



\$995.00 plus HST Space is limited

- Includes 3 nights bunkhouse accommodation, 9 meals, all workshop supplies, and copies of Joanne's books: *The Gender Intelligent Retailer*, *Balancing Act* and *Raising Your Business*
- Upgrade to shared private room (2 people) add \$88.50
- Upgrade to single private room add \$186.00 (subject to availability)



Location

Smoothwater of Temagami Ecolodge

Directions

www.smoothwater.com/html/travel.php

Starts 3:00 p.m. - Thursday September 30th

Ends 2:00 p.m. - Sunday, October 3rd

RSVP

To reserve call Rosa Morra at 416-367-3677 or email at insight@tyg.ca

Your Facilitators



Joanne Thomas Yaccato is the president and founder of the Toronto-based consulting firm The Thomas Yaccato Group, known as Corporate Canada's Gender Lens. Joanne has spent 25 years working with women and with companies using a concept called Gender Intelligence™. Her innovative business approach spans a wide spectrum: Working with The World Bank helping African bank executives better meet the needs of women entrepreneurs, partnering with Premier Gordon Campbell to introduce the concept of gender intelligence to his cabinet and caucus and training leaders at companies like Royal Bank, IKEA, The Home Depot and PetroCanada.

One of Canada's most popular business writers, Joanne uses her professional and personal experience and hilarious misadventures as the backdrop to all of her books. She is the author of four best-selling business books: *Balancing Act*, *Raising Your Business*, *The 80% Minority* and *The Gender Intelligent Retailer*. Joanne is a regular contributor to Canada's media including CBC, CTV and the country's top financial press and national newspapers. She has been nominated for the Governor General's award, and has received two nominations each for the Ernst & Young's Entrepreneur of the Year Award and the YWCA's National Women of Distinction Award.

www.thethomasyaccatogroup.ca



Caryn Joy Colman

Caryn was born a foodie. Her award-winning culinary career was destined when she escaped Toronto for the ancient pine forests and canoe routes of Temagami. Her business, Smoothwater of Temagami is the result, where she specializes in wilderness adventure and regional cuisine. Caryn's cooking has been the focus of much media attention including CBC, The Globe and Mail and The Toronto Star. At Smoothwater, cuisine is more than just the

food. Caryn's philosophy is "you are what you eat, both physically and spiritually". The great forests and deep lakes of Temagami are revitalizing as you paddle, hike, or just sit quietly at Smoothwater. This revitalizing power of nature enters Caryn's kitchen as foraged local foods and flavours. To Caryn, life doesn't get any better than creating with food grown with the sun, wind and rain of Temagami. And then sharing it with people. This kind of cuisine is magical, mystical and transformative. That is one of Smoothwater's many gifts.



Dorothy LeBaron is a faculty member at Arscura, School for Living Art in Toronto. For the last twelve years she has facilitated workshops in both Canada and the U.S.A. using adult learning principles, artistic processes and biography to develop capacities for creativity, self-awareness, and self-transformation. She has worked in the field of business and organizations, using art processes for collaborative leadership development, team-building and shifting mental models. A successful entrepreneur, Dorothy has owned and managed a thriving retail business in Toronto for the last 20 years.