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RESILIRĒ
PSYCHOLOGICAL GROWTH

PSYCHOLOGICAL GROWTH LEADERSHIP RETREAT -
TO LEAD AND LIVE BETTER

A 3-DAY PROGRAMME
FOR SUSTAINABLE HIGH PERFORMANCE

“Between stimulus and response, there is a space.
In that space is our power to choose our response.
In our response lies our growth and our freedom.”

Viktor E. Frankl

INTRODUCTION

Coaching is both a science and a practice.
RESILIRĒ's unique recipe brings in the art of psychological flexibility through emotional connection.

DAY 1

Self-Awareness, nature connectedness

DAY 2

Mindfulness & breath work,
psychological safety

DAY 3

Compassionate leadership



RUFFLETS

ST ANDREWS

— 1924 —

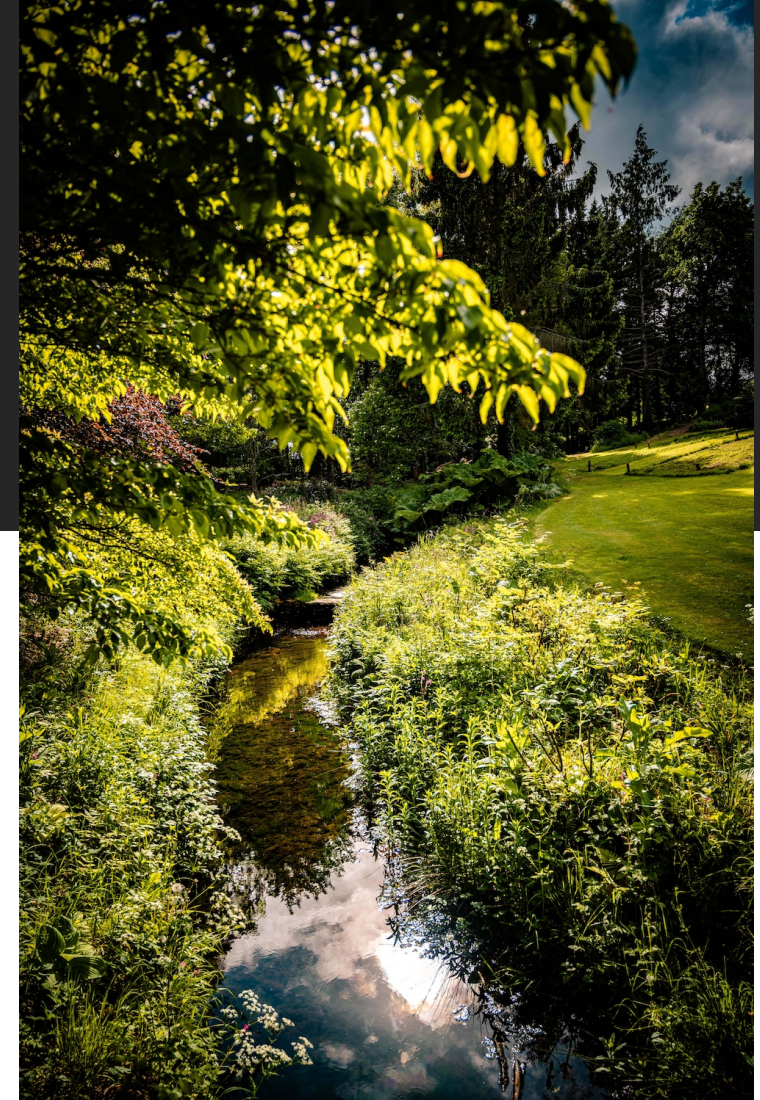


SELF-AWARENESS

A recent survey of 1,000 global leaders in industry and academia were asked: What skills do today's leaders need to help them address today and tomorrow's challenges? Through themed analysis 23 skills were identified. Self-awareness was ranked as the most important skill 813 times out of the 1000 surveys.

This element of the retreat explores self-awareness:

- ✓ What is self-awareness?
- ✓ Why is it important to me, my team, and my business?
- ✓ On the spectrum of self-awareness, where am I?
- ✓ Ways to practice and engage with self-awareness?
- ✓ Bringing this to my organisation.



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SELF-AWARENESS

Presence in Nature: Emphasizing the importance of being fully present in natural settings, which can enhance mental health and awareness of the environment's role in human life. Nature as a Standard Part of daily life: Integrating nature-based experiences into daily life.



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- **Senses:** Engage with nature's sights, sounds, and smells, like listening to birds or watching trees sway.
- **Emotion:** Connect emotionally with nature's joys and tranquillity, sharing these feelings with others.
- **Beauty:** Appreciate and express the beauty of the natural world through art, music, and literature.
- **Meaning:** Discover how nature enriches life, reflecting its influence in our culture and traditions.
- **Compassion:** Actively care for and protect nature by considering and implementing beneficial actions.

MINDFULNESS & BREATH WORK

The key theme that runs through the mindfulness element of the retreat is that when we cultivate awareness of our inner landscape, we develop the ability to respond to external circumstances from a place of strength and clarity. Rather than being swept away by the tide of external events, we anchor ourselves in the present moment, equipped with the resilience and resourcefulness needed to navigate life's challenges with grace and a deeper sense of agency.

The practice of mindfulness offers a path into this way of being and opens us up to a new way to experience ourselves, others and the world around us.

This element of the retreat focusses on:

- Guided reflection to connect with our own experience of mindful awareness.
- Definitions of mindfulness and examples of mindfulness in daily life.
- Exploration of what is happening internally when we practice mindfulness and the impact that has externally.
- Guided practice to recognise the activity and the quietening of the mind.
- Connecting with breath as an anchor for awareness.
- Exploring the power of stillness and inner calm.
- Exploring examples of mindfulness in daily life and in leadership.
- Creating habits of practice.

PSYCHOLOGICAL SAFETY

Psychological safety is the ‘belief that one will not be punished for speaking up with concerns, questions, ideas or mistakes’ (Amy Edmonson). The large-scale Google Aristotle project examined what made teams effective? They analysed 180 teams and 37,000 employees. They found that what really matters in terms of team effectiveness was less about who is in the team, and much more about how the team worked together. They identified the top five factors which most significantly impacted on team performance.

Psychological safety was not only the top ranked factor, but the project also concluded that it was the foundation stone upon which the other factors stood.

This element of the retreat explores psychological safety:

- What is psychological safety?
- Why is it important to me, my team, and my business?
- How do we measure psychological safety within our teams?
- Ways to develop and support psychologically safe environments.

COMPASSIONATE LEADERSHIP

Compassionate leadership ‘involves a focus on relationships through careful listening to, understanding and empathising with and supporting other people, enabling those we lead to feel valued, respected and cared for, so they can reach their potential and do their best work’ (Michael West). Compassionate approaches support leaders to effectively manage the performance of individuals, teams, organisations and systems. It can address unspoken problems. Research indicates that those who work within such teams are 35-40% more effective.

This element of the retreat explores compassionate leadership:

- What is compassionate leadership?
- Why is it important to me, my team, and my business?
- How do we know if we have compassionate leaders?
- Ways to develop and support compassionate leaders.

GAINS

- Health & wellbeing
- Personal and professional efficacy
- Sense of control
- Confidence

WORKPLACE STRESSORS

Past participants reported enhanced sense of control, fairness and value alignment in their roles. Past participants reported improvement in workload management.

INNER DEVELOPMENT GOALS

We are part of the Inner Development Goals (IDG) for sustainable leadership: <https://innerdevelopmentgoals.org>

We integrate psychological science at the base of our leadership programme and co-create leadership perspectives that sit within the IDG Leadership Framework.



TIMETABLE (WED-FRI) 13-15 NOVEMBER 2024 (fully subscribed) 05-07 MARCH 2025

DAY I

09:00 - 09:30 Welcome, Overview and Orientation
09:30 - 10:45 Self-Awareness I
10:45 - 11:15 Morning FIKA*
11:15 - 13:00 Self-Awareness II
13:00 - 14:00 Lunch
14:00 - 15:30 Psychological flexibility I; Mental well-being and Nature connectedness
15:30 - 15:50 Afternoon FIKA
15:40 - 17:15 Psychological flexibility II
19:00 - 20:30 Dinner
20:30 - 21:30 Cards & Games (optional)

DAY II

08:30 - 10:15 What mindfulness is and isn't - Working with a busy mind
10:15 - 10:45 Morning FIKA
10:45 - 12:30 Experiencing life from a different perspective
12:30 - 13:30 Lunch
13:30 - 14:30 Mindfulness in action
14:30 - 15:15 Group Exercises in nature and Afternoon FIKA
15:15 - 17:00 Psychological safety I
19:00 - 20:30 Dinner
20:30 - 21:30 Cards & Games (optional)

DAY III

08:30 - 10:15 Psychological safety II
10:15 - 10:45 Morning FIKA
10:45 - 12:30 Compassionate Leadership I
12:30 - 13:15 Lunch
13:15 - 14:30 Compassionate Leadership II
14:30 - 15:15 Summary and ending reflections
15:15 - 15:45 Departure

*FIKA

Fika is a traditional Swedish concept that refers to a scheduled coffee break typically involving coffee or tea and accompanied by pastries or light snacks. It is not just a quick coffee break but a social institution that emphasises taking a moment to pause, relax, and connect with colleagues, friends, or family. Fika serves as a tool for fostering workplace relationships, enhancing team morale, and encouraging informal networking. It's often seen as a way to promote work and personal life balance and improve overall productivity by providing a structured yet relaxed break from the demands of the workday.

KEY POINTS

Delivered by trusted experts from the fields of leadership and coaching, clinical psychology and mindfulness, this retreat will give you:

- **Space** to fully appreciate how key psychological principles can positively impact your leadership and your life.
- **Time** to develop and practice evidence-based tools and techniques to support you to manage the stress and challenges of leading, and of living.
- **Clarity** on your self-awareness - where you thrive and what practical changes you can make to support further growth.
- **Evidence-based approaches** to compassionately lead psychologically safe teams and organisations.
- **Actions**. Above all else, you will leave with a clear plan of science-based actions you can take to lead and live better.

So you can be:

- ✓ A fitter Leader
- ✓ Psychologically resilient, with improved mental well being
- ✓ A sharper and emotionally intelligent decision maker
- ✓ Positively engaged with a high-performance team
- ✓ Effective in your work and personal life
- ✓ A sustainably high performer

The Journey unboxed

- **RESILIRĒ Psychological Growth Leadership Retreat: a three-day, interactive programme for sustainable leadership**
- Learning material: a comprehensive workbook with helpful handouts
- Three nights Bed and Breakfast at Rufflets St Andrews (Woodland suites or superior rooms available at a supplement)
- Lunches on Day 1-3
- Dinners on Day 1-2
- All FIKA breaks

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- ✓ Packages available to include follow up one to one coaching
- ✓ An easy and sustainable way to travel is by train: London Kings Cross - Leuchars (St. Andrews): Example KGX 14:00 - LEU 19:39 direct; LEU 16:24 - KGX 22:08 direct



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RESILIRĒ –
Psychological Growth's
Leadership Programmes
utilise science-backed
psychological tools and
practice-based evidence
to maximise high
performance and
well-being.





DR JAN FERRIS

CLINICAL PSYCHOLOGIST

Jan's passion and academic study in psychology began 30 years ago. Her drive has always been to apply psychological wisdom to effect positive change in people's lives. For many years this was working with people who experience significant distress. Jan obtained her Doctorate in Clinical Psychology from the University of Edinburgh in 2008 and she had the privilege of working within the NHS for more than 20 years. Jan is well respected in her field and is known for working systemically and applying established psychological wisdom to new areas.

Jan established North Glasgow Psychology Practice in 2019, working in private practice to offer psychological therapy to those who experience distress. In this context she worked with countless leaders and executives and noticed a pattern, the same psychological wisdom that supports change in an individual's mental wellbeing can also positively impact the person's leadership. The application of psychological wisdom can lead to better lives and better leaders.

Jan is clear that it is crucial that we have services to support people to effect change when they are in deep distress, but it is also important that we proactively foster resilience and psychological growth. As the co-founder of RESILIRĒ – Psychological Growth, alongside Marco Truffelli, Jan brings this wisdom and practice into the leadership field. They have developed a leadership programme that integrates the best of psychological science to effect positive change. Jan's clinical expertise brings a unique dimension to leadership; her expertise is in the practice of psychological growth. This expertise supports leaders to move beyond their intellect and 'knowing', to help them create space to 'do' differently.



LOGIE CASSELLS

HEAD GARDENER

Logie was educated at Dollar Academy before attending the European Business Schools in London, Paris, and Frankfurt, sponsored by Capel-Cure Myers Capital Management.

Following a successful twenty-year career in Fund Management in the City of London, two years studying at the English Garden School, Logie dedicated eight years of designing and building gardens on the South shore of Nova Scotia, Canada.

In 2010 Logie decided to use this foundation and embark on a career in agriculture, specialising in orchard design, honeyberry soft-fruit production, and plant and soil nutrition. He pioneered research for ten years and established many successful honeyberry orchards and products in North America and Europe.

After returning from Canada in 2020, he spent the past three and half years repositioning Rufflets Hotel's garden with the creation of a unique, organic garden full of emotional connections and with hidden paths that allow team members and guests to glimpse the rhythms of seasonal changes in light and colour. That's Rufflets' hidden difference.



MARCO TRUFFELLI MPSYCH, MBA

HOTELIER, PSYCHOLOGIST

Marco, a respected leader in the hospitality and tourism sector, brings over 36 years of unparalleled expertise. Originating from the picturesque Portofino Coast in Italy, Marco has excelled in managing and directing exclusive four and five-star hotels and resorts across the globe.

His notable tenures include senior executive positions at Trust House Forte in London, Premier Resorts & Hotels in the Caribbean, The Town House Collection in Scotland, the iconic Borgo Egnazia in Puglia and Rocco Forte Verdura in Sicily.

Currently, as co-owner of Rufflets Hotel St. Andrews and as Managing Director of PRAKTIK Management Consulting, Marco's diverse client portfolio includes leading international luxury hotel groups and dynamic entrepreneurial companies such as Priory Healthcare, Jumeirah Hotels & Resorts, Borgo Egnazia, and Rocco Forte Hotels. His visionary leadership and strategic insights have also spearheaded the largest online tourism implementation programme in the UK during his time as CEO of VisitScotland.com.

Marco's academic achievements are equally notable. He holds a BSc (Hons) in Psychology, an MBA from the University of Edinburgh Business School, and an MSc in the Psychology and Neuroscience of Mental Health from King's College London. Additionally, he is a graduate of Cornell University School of Hotel Administration.

As co-founder of RESILIRĒ – Psychological Growth, alongside Dr. Jan Ferris, Marco is dedicated to fostering psychological growth and mind well-being among leaders. His unique integration of c-suite expertise with psychological principles positions him as a global leader in enhancing both personal and professional leadership capabilities.



SUSAN GRANDFIELD

MINDSET COACH

Susan has been running her coaching and training business for nearly 20 years after a successful career in Learning and Development with Hilton International.

Her purpose is to enable people to navigate the increasingly complex and uncertain world by turning their attention inward and becoming more attuned to what their internal navigation system is telling them. Her passion is to support the evolution of a wellbeing economy and, through the power of people, create a more awake and enlightened world in which everyone and everything can thrive.

Susan works with senior managers of corporate and SME organisations and with owner/managers of small businesses and start-ups, all of whom are seeking to get a better balance in their life and to support their teams to do the same.

Having studied psychology, she has always looked at business through the lens of the people involved in and served by it. Her expertise lies in enabling people to step back from their context and circumstances and discover how they can create their experience differently through how they think and how they adapt their behaviour. She invites people to step into a space where they can see their experience more clearly, recognise where they have the power to change or influence things and develop the confidence and capability to take action.

Susan is a qualified mindfulness and compassion coach and finds that these skills are in increasing demand in today's busy, uncertain and dynamic workplaces. Having completed research into mindfulness in the workplace as part of an MSc, she has both the practical, lived experience of mindfulness as well as the scientific and empirical research base which she draws on and shares with clients. She has developed a 4-step approach which supports people to harness the power in learning to slow down and be more conscious about where and how they are investing their energy and attention.



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