

Performance on Purpose Leadership & Wellness Retreats

Thank you for requesting further information about our courses and retreat experiences. Please **click on the links below** to learn more about each retreat experience and select the content area that best fits your team's desired retreat experience. Course overviews, objectives, and session topics are listed for each*. Once we land on course content, we'll provide a team of **performance coaches, fitness and yoga specialists, mindfulness experts, adventure experience experts, and more** to choose from to ensure your experience is transformational, customized, and rejuvenating.



[CLICK TO LEARN MORE](#)

** Should content from multiple courses be of interest, we can merge session topics and content areas to create a custom experience for your group. Contact us for more information.*



CHOOSE YOUR EXPERIENCE:

3-Day Stress Less Retreat (10-20 Guests Total, Avg 12 Guests)

Two full days + Morning Session Includes:

- 60-minute Morning workout session (Day 1 yoga + stretching; Day 2 guided meditation + power walk/trail run)
- 60-minute Stress & Resilience Fundamentals: Regain Your Focus, Tackle Your Mindset (Day 1)
- 15-minute Midday Mindful Moment (Day 1 & 2 Meditation + Movement)
- 60-minute Fuel to Perform: Nutrition Basics for Less Stress and More Energy (Day 2)
- 90-minute Day 3 Breakfast Review
- Optional: Upgrade your experience with a 30-minute private performance coaching session for each guest

The remaining times of day are protected for our guests to decompress in whatever way feels best: whether it's a massage, catching up on calls and emails, or joining a local tour. Additional sessions may be added upon request.

3-Day Re-energize Retreat (10-20 Guests Total, Avg 12 Guests)

Two full days + Morning Session Includes:

- 60-minute Morning workout session (Day 1 & 2 adventure fitness + stretching)
- 60-minute Fundamentals of Performance & Energy (Day 1)
- 15-minute Midday Energy Blast (Day 1 & 2 15-minute "Suit Sets" Workout for Athletes in the Office + Meditation for Refocus)
- 60-minute Principles of Oscillation & Energy Management (Day 2)
- 90-minute Day 3 Breakfast Review
- Optional: Upgrade your experience with a 30-minute private performance coaching session for each guest

The remaining times of day are protected for our guests to decompress in whatever way feels best: whether it's a massage, catching up on calls and emails, or joining a local tour. Additional sessions may be added upon request.

3-Day Deep Experience Retreat* (10-20 Guests Total, Avg 12 Guests)

*This course is a deep dive into performance and well-being. Please see next page for detailed sample agenda.

- These experiences involve more structured classroom time and are designed for deep, transformational learning experiences with one of our three signature courses (Performance©, Agility©, and Connection©). These experiences are dedicated to groups who desire a more transformative, deeper learning experience together, and more personalized behavior change plans to address performance, stress, burnout, energy, resilience, or connection and team dynamic concerns.

Elements of our Re-energize Retreat and Stress Less Retreat are still present, and your team will still find the time and space to renew and recharge regardless of the experience you choose.



SAMPLE RETREAT:

Pre-Retreat

6:30 PM Pre-retreat Cocktails & Greetings

Day 1

6:00 AM Yoga on the terrace

8:15 AM Breakfast; Welcome & Introductions

9:00 AM Classroom session 1

10:30 AM Recovery break: 30-minute light band & ball workout

11:30 AM Classroom session 2

1:00 PM Lunch

2:00 PM Classroom session 3

3:30 PM Recovery break: Guided meditation

4:00 PM Classroom session 4

5:00 PM Break for the day

Optional: 45-minute high intensity "Ninja Warrior" workout with former X-Games gold medalist and American Ninja Warrior competitor

Optional: Prepping nutritious meals 60-minute session with professional chef

1:1 Performance Coaching (on request)

6:30 PM Optional team dinner/Private time for homework, etc.

Day 2

6:00 AM Option 1: Sunrise paddleboard and meditation
Option 2: Group trail run & beachfront meditation

8:15 AM Breakfast with the Coaches

9:00 AM Classroom session 1

10:30 AM Recovery break: Quiet reflection time/digital detox walk

1:1 Performance Coaching (on request)

11:00 AM Classroom session 2

12:30 PM Lunch

1:30 PM Classroom session 3

3:30 PM Recovery break: Stretching and myofascial release for pain and mobility

1:1 Performance Coaching (on request)

4:00 PM Refactor™ Action Planning and Accountability planning

5:00 PM Break for the day

Optional team workout - Basics of strength training 60-minute session

Optional: Spa Treatments

1:1 Performance coaching (on request)

6:30 PM Farewell Dinner/Reception

Sessions and agenda can be customized to meet the needs/interests of your organization.



PERFORMANCE© DEEP COURSE OVERVIEW AND DESCRIPTION

PERFORMANCE COURSE OVERVIEW

*In today's workplace, there is a pervasive belief that **burnout is the price we must pay for success;** but research has shown it is a delusion. We know, instead, that **when we prioritize well-being, our capacity for decision-making, creativity, and productivity improves dramatically.***

It's more important than ever to create a culture which supports your people's well-being. Consider these statistics:

- Only **13%** of employees are engaged at work worldwide¹
- **60-90%** of doctor's visits are attributed to stress-related conditions²
- An estimated **96%** of senior leaders are burned out³

The past 20 years of research in neuroscience, performance sciences, and well-being have revealed a direct relationship between employees' physical, mental, emotional, and spiritual well-being and their ability to perform at their best, be productive, and remain fully engaged in the company mission. Building a thriving organization today requires prioritizing your people's professional and personal well-being - Body, Mind, & Spirit. This should be a core component of any thriving business.

The Performance on Purpose Performance course puts your promise into action.

¹Gallup 2016 [State of the Global Workplace](#) report.

²American Institute on Stress. [Stress.org](#).

³Harvard Medical School study as reported by Wall Street Journal.



PERFORMANCE COURSE OBJECTIVES

- To help your leaders identify their **habits and mindsets** driving behaviors, engagement, and well-being, and take action to live their best life.
- To empower your team to implement **small, actionable changes** in their daily routine that will increase their productivity, help them to avoid burnout, and maximize their performance both at work and at home, where it matters most.

Through classroom style interactive sessions facilitated by a world-class performance coach, team and partner work, one-to-one coaching with the coach, and a healthy balance of quiet, reflective renewal time, this retreat will provide leaders with the skills, mindset, and behaviors to be sustainably successful, agile, and purpose-anchored leaders.

This course aims to go deep, not wide. There's no fluff here. We emphasize physical, mental, emotional, and spiritual wellness as performance enhancing leadership tools and align your team on a clear mission, infusing passion and purpose back into their personal and professional lives. Through deep learning experiences, we'll surface narratives, mindsets, and limiting core beliefs that might be driving poor self-care, disengagement, or communication and team dynamic issues. Your leaders will learn to navigate change and challenges with agility and insight, and create an actionable, sustainable behavior change plan with the help of a professional coach.

Throughout the retreat, participants will enjoy high-quality, nutritious meals that reflect classroom sessions on nutrition sciences and fueling for performance, as well as optional workouts in strength training, cardiovascular training, yoga, and meditation led by professional fitness and nutrition coaches.

This course was designed by learning design and wellness experts and co-owners of Performance on Purpose, Dr. Lauren Hodges and Phil Burton, to reflect the latest learning science principles. Because we believe in and understand the importance of down time in learning, we integrated our own oscillation principles into the learning experience. Participants will receive frequent breaks: some guided to ensure quiet, reflective renewal, and some unstructured to allow them the space to catch up on calls or emails and check in with life. The intention is for the retreat to feel like both a transformational learning experience and a true retreat from their stressful, high-paced day-to-day. This "spaced learning" structure is not only a durable learning principle, but also helps participants practice the principles of recovery and self-care in real-time and directly experience their impact on learning and leadership potential.

PERFORMANCE SESSION DESCRIPTIONS

Re-Defining Performance: Strengths & Challenges (90 min)

This session redefines what it means to perform. Performance pathways are introduced and an awareness building exercise provides deep insight into where strengths and challenges exist.

- **Modality: Lecture, video, interactive exercise, group share**
- **Exercise: Interactive, standing group share**

Spirit Pathway: Purpose, Mission, Assignment (60 minutes)

This session explores the research behind identifying a strong sense of life and organizational purpose. This is the cornerstone of behavior change, and ample time is given to this session.

- **Modality: Lecture, video, experience, partner share, reflective time**
- **Exercise: Private walk/solo reflection time, partner share**

Mind Pathway: Meditation & Mindfulness (30 min)

This session explores the power of meditation and focused breathing on our mental well-being, stress, and mindset. A stress experience followed by guided meditation provides real-time experience.

- **Modality: Lecture, group brainstorm, interactive experience**
- **Exercise: Stress experience and guided meditation**

Mind Pathway: Storytelling (30 min)

This session dives deep into how our beliefs, mindset, and the narratives we construct impact our habits and behaviors. We identify stories that might be limiting our ability to show up at our best.

- **Modality: Lecture, partner, and private reflection**
- **Exercise: Reflection time, partner share**

Mind Pathway: Multi-tasking and task-switching (30 min)

This session explores the impact of multi-tasking (task switching) on our mental well-being and our brain's ability to stay focused, creative, mitigate stress, and solve problems.

- **Modality: Lecture, exercise, brainstorming, reflection**
- **Exercise: Interactive multi-tasking exercise and group solutions mining/strategy session**

Body Pathway: Sleep (30 min)

This session takes a deep dive into the science of sleep, exploring each cycle of sleep and its impact on our cognition, memory, mood, energy, stress, focus, productivity, and long-term health.

- **Modality: Lecture, video, partner brainstorm**
- **Exercise: Reflection, partner share**

Body Pathway: Movement & Exercise (45 min)

This session takes a deep dive into exercise and movement sciences, and how both movement through the day and exercise impact the brain, cognition, our mood, our energy, and so much more.

- **Modality: Lecture, stretch session, group exercise reflection and brainstorming**
- **Exercise: Group stretch, small movements/myofascial self-massage with a lacrosse ball and band (gifted to participants)**

Body Pathway: Nutrition (45 min)

This session takes a deep dive into nutrition science and how our food choices impact our cognitive, emotional, mental, and spiritual performance at work and at home.

- **Modality: Lecture, written reflection, partner reflection**
- **Exercise: Reflection and drawing/mapping nutrition habits**

Sessions and agenda can be customized to meet the needs/interests of your organization.

AGILITY© DEEP COURSE OVERVIEW AND DESCRIPTION

AGILITY COURSE OVERVIEW

Are your people showing up at their best at work? How do they manage challenge, crisis, and change?

- In 2019, **94%** of U.S. workers reported stress in the workplace.¹
- The World Health Organization reported that **1 in 4** people will be affected by a mental health disorder in their lifetime.³

These statistics were reported in 2019...imagine what they are today.

In the midst of one of the worst economic crises of our time, a global pandemic, and national protests for social justice, this country is stressed, stretched, and rapidly changing. Some industries are seeing rapid change and challenge like never before. This is a new level of stress that many have not experienced before in their lifetime. While what we stress over may differ from person to person, we're all impacted. And despite the statistics, we still have to show up at work; we still have to find ways to excel, and lead others through. How do we keep moving forward?

We have to change our story about stress.

This course is called Agility because we are more than a resilience course. Agility is not just about bouncing back after a tough time—it's about about resilience *through* crisis. **This course is designed to help your leaders effectively maneuver through (and even thrive through) stress, challenge, and change.**

Our approach is to help you and your leaders **lead through crisis** by better understanding, and leveraging their own stress and agility strength.

Participants learn to define agility, **understand and manage stress, increase awareness** of the emotions and mindsets that enhance agility, and create a plan to become more agile leaders. They'll identify tools to **build up their core teams** to be **stronger and more agile moving forward**, such as thinking differently about challenge and crisis, anticipating change, shifting mindsets, and realigning with their vision, values, and purpose.

¹American Institute on Stress. [Stress.org](https://www.stress.org/).

²World Health Organization [World Health Report](https://www.who.int/world-health-report/).

AGILITY COURSE OBJECTIVES

- To define what it means to be agile in an age of high pace, high stress, and constant change and effectively maneuver past stress and through change.
- To dive deep into stress sciences, psychological principles of awareness, mindsets, and vision and values to redefine stress, explore renewal, and change their beliefs about stress.
- To move from insight to action and create an actionable, sustainable change plan based on the latest behavior change science.

Through classroom style interactive sessions facilitated by a world-class performance coach, team and partner work, and one-to-one coaching with the coach, this course will provide leaders with the skills, mindset, and awareness to be sustainably agile, purpose-anchored leaders.

We are not here to minimize stress or ignore real problems. We're also not going to attempt to remove all of the external pressures or negative emotions in your life. That's unrealistic, and unhelpful. Instead, we're here to help you establish a process so you can anticipate stress, face it, and change your story about it. We want to take you from insight to action. To accomplish this, we want you to examine your beliefs about challenge, change, and stress, then determine whether what you're facing warrants concern, and then provide you with science-based solutions.

One important note: we are not the solution, **we are a partner in the solution**. We don't come in with a silver bullet that kills all of the problems you and your team may be facing. This is about our beliefs and the energy and effort we put towards the science-based solutions. It's about a partnership with tried and true support systems already in place in your workplace. We partner with you to provide the knowledge and upstream intervention needed to reduce your employees' risk of burnout and mental health challenges, even during the storm.

We don't want to sweep the challenges your team is facing under the table with a temporary cheer; we want to help you create leaders who **rise to greet the storm head on**.

This course was designed by learning design and wellness experts and co-owners of Performance on Purpose, Dr. Lauren Hodges and Phil Burton, to reflect the latest learning science principles. Because we believe in and understand the importance of down time in learning, we integrated our own oscillation principles into the learning experience. Participants will receive frequent breaks: some guided to ensure quiet, reflective renewal, and some unstructured to allow them the space to catch up on calls or emails and check in with life. The intention is for the retreat to feel like both a transformational learning experience and a true retreat from their stressful, high-paced day-to-day. This "spaced learning" structure is not only a durable learning principle, but also helps participants practice the principles of recovery and self-care in real-time and directly experience their impact on learning and leadership potential.

AGILITY SESSION DESCRIPTIONS

Defining Agility, Re-defining Stress (30 min)

This session redefines what it means to be resilient. Performance pathways are introduced and an awareness building exercise provides deep insight into where strengths and challenges exist.

- **Modality: Lecture, interactive exercise, group share**
- **Exercise: Interactive, standing group share**

Qualities of Agility (30 minutes)

This session defines what it means to be Agile and sets the stage for the day. An awareness building exercise brings to life what agility means to each person. These qualities of agility are unpacked throughout the rest of the day.

- **Modality: Lecture, partner share,**
- **Exercise: Interactive exercise/partner share**

The Science of Stress (90 min)

This session dives deep into the science and biology of stress, as well as the different types of stress we face in our lives and how everyday, manageable stress can move from manageable to chronic, burnout, or worse. The science of stress awareness and stress personalities bring to life the notion that stress shows up differently for everyone; participants learn their own unique stress personality and how to lead from this awareness.

- **Modality: Lecture, group brainstorm, interactive experience**
- **Exercise: Stress experience and guided meditation; role play**

Strengthen Agility Part I (60 min)

The next two sections move us from insight to action, unpacking each of the qualities of agility and how to strengthen each as an individual and team. Renewal, oscillation and recovery, boundaries, self-efficacy, locus of control, and exercises within each are some of the topics covered.

- **Modality: Lecture, partner work, group brainstorm, and private reflection**
- **Exercise: Partner and group exercise, reflection, and interactive reflection.**

360 Results (30 min)

This session explores the results of a 360 assessment participants took prior to the course. This assessment measures each quality of agility and where participants stand with each. The intention is to highlight areas of strength and opportunity.

- **Modality: Reflection, group exploration**
- **Exercise: Reflection, partner share**

Strengthen Agility Part II (60 min)

This session continues the conversation about qualities of agility and how to strengthen each. Mindset, storytelling, change management strategies, and heart coding are some of the topics covered.

- **Modality: Lecture, interactive exercise, brainstorming**
- **Exercise: Interactive role playing, games, group brainstorm**

Operationalizing Agility (45 - 60 min)

This session moves the group from insight to action. In this section an actionable game plan is created using the Refactor™ method. Each participant will leave with a plan to implement right away.

- **Modality: Group brainstorming, action planning**
- **Exercise: Action planning, reflection, partner sharing, one-to-one coaching**

Sessions and agenda can be customized to meet the needs/interests of your organization.

CONNECTION© DEEP COURSE OVERVIEW AND DESCRIPTION

CONNECTION COURSE OVERVIEW

In today's workplace, **social justice** has come to the forefront of conversation, but many companies are still navigating the best way to address it. We believe that the answer lies in the **clarity and connection** with our core values.

- Do your people communicate and connect with one another through a clear set of personal and organizational values?
- Are your employees courageous?
- Do issues surface and resolve with ease?
- Are biases addressed, or are they unspoken tension that creates further disconnect?



Understanding people's experiences, stories, and biases—beginning with our own—is the key to authentic connection and unity.

Values are at the core of being human; they are our “non-negotiables,” and the fabric of what makes us who we are. **Our core values and beliefs drive our thoughts, behaviors, and how we see others.** They drive our biases—unconscious or not—and significantly impact our ability to communicate with our colleagues with courage, authenticity, trust, compassion, and directness.

Unconscious biases, communication issues, trust, empathy, and connection can be addressed by first building self-awareness, which helps create *other* awareness. This retreat takes a deep dive into what gets in the way of authentic connection by exploring and defining clear values, self-awareness, bias, communication, and clear expectations.

CONNECTION COURSE OBJECTIVES

- To define, operationalize, and lead through our core values.
- To bring awareness to the stories, beliefs, mindsets, and core beliefs that drive our behaviors and worldview, and course correct when these elements of our core identify aren't serving us well and lead us away from connection, compassion, and effective communication.
- To move from insight to action and create an actionable, sustainable change plan based on the latest behavior change science.

Through classroom-style, immersive interactive sessions facilitated by a world-class performance coach, team and partner work, and one-to-one coaching, this course will provide leaders deep insight and self-awareness of their core values, beliefs, persistent stories and biases. It will also provide actionable strategies and tools to create meaningful connection with self, other, and organization. Through partner and group exercises, role playing, immersion experiences, and quiet space for reflection and journaling, this course takes a unique spin on traditional Values and Diversity & Inclusion courses on the market today.

One important note: we are not the solution, **we are a partner in the solution**. We don't come in with a silver bullet that kills all of the problems you may be facing. This course is about your leaders' beliefs, authenticity, and the energy and effort they're willing to put towards the science-based solutions we provide. Implementation following the course is key, and we provide a strategy for sustainability to support their success. We aim to create a partnership with tried and true support systems already in place in your workplace. We provide the knowledge and upstream intervention needed to increase connection, solve people problems, and improve performance, even during the storms, and in times of change or crisis. In fact, we want to help you create leaders who, when people issues, change, or challenge surfaces, **rise to the occasion with transparency, humility, and values-centered mindset**.

This course was designed by learning design and wellness experts and co-owners of Performance on Purpose, Dr. Lauren Hodges and Phil Burton, to reflect the latest learning science principles. Because we believe in and understand the importance of down time in learning, we integrated our own oscillation principles into the learning experience. Participants will receive frequent breaks: some guided to ensure quiet, reflective renewal, and some unstructured to allow them the space to catch up on calls or emails and check in with life. The intention is for the retreat to feel like both a transformational learning experience and a true retreat from their stressful, high-paced day-to-day. This "spaced learning" structure is not only a durable learning principle, but also helps participants practice the principles of recovery and self-care in real-time and directly experience their impact on learning and leadership potential.

CONNECTION COURSE SESSION DESCRIPTIONS

Becoming Unoffendable (30 min)

This session sets the stage for the day. We create context for what is happening within organizations around the world, and what is happening in our society with regard to social justice initiatives and an increasing challenge to have authentic conversations. By having clarity around core values and what it means to be “unoffended,” we set the stage for a deep exploration of these concepts.

- **Modality: Lecture, group brainstorm**
- **Exercise: Interactive, immersive experience**

Defining Core Values (60 minutes)

The research is clear: we can't live into values that we aren't clear on. Living into our values is one of the core components to Performing on Purpose. It means that we do more than profess our values: we put them into practice, daily. We walk our talk—we are extremely clear about what we believe and value most, and we are intentional about our words, thoughts, and behaviors. We ensure they align with our beliefs and take care to course correct when we recognize that the misalignment. We know that the wrong stories can run us off course. We need to know what it looks like and feels like to live into those values; we need to do that hard work ahead of time.

- **Modality: Lecture, partner share**
- **Exercise: Interactive exercise/partner share, journaling, reflection**

Examining Storytelling and Core Beliefs (60 min)

Did you know that we are biologically wired to tell stories? Our brain is hungry to pattern-match and secretes dopamine as a reward for filling in gaps in information; even when that information contradicts or conflicts itself. This storytelling tendency can blind us from the truth and prevent us from creating authentic connections with our peers; it can generate gossip, mistrust, and a misalignment with our individual and organizational core values. In this session we explore why that is, and face the truth of our own stories and biases; then, we find out what to do about it.

- **Modality: Lecture, group brainstorm, interactive experience**
- **Exercise: Role play; immersive experience; reflective time**

Applying and Operationalizing Values (90 min)

This session helps your leaders create clear, specific, observable, and meaningful behaviors that define their core values and help them to lead from there. Operationalizing these concepts helps create concrete action to move forward, rather than sticking to lofty goals and insights, and stories that don't serve us.

- **Modality: Lecture, reflection, group exploration**
- **Exercise: Group work, partner share, interactive role play, group brainstorm**

Communication, Connection, and Courage (60 min)

In this session we learn how to create leaders who are not afraid to be vulnerable, authentic, and have tough, honest conversations. This is a core component to a healthy organization. Leaders need to know how to have these conversations, and how to create empathy, even when demands and expectations are high, and things get hard.

- **Modality: Group brainstorming, action planning**
- **Exercise: Action planning, reflection, partner sharing, one-to-one coaching**

Taking Action: Applying the Refactor (45 - 60 min)

This session moves the group from insight to action. In this section an actionable game plan is created using the Refactor™ method. Each participant will leave with a plan to implement right away.

- **Modality: Group brainstorming, action planning**
- **Exercise: Action planning, reflection, partner sharing, one-to-one coaching**

WHO WE WORK WITH:



AND MORE...

PRICING:

90-minute Virtual	\$3,000
Half-Day Live	\$10,000
Half-Day Virtual	\$5,000
1-Day Live	\$14,000
1-Day Virtual	\$8,000
Retreat (2-day) Live	Contact for pricing
Retreat (2-day) Virtual	Contact for pricing
Performance Coaching	\$200+/hr.

*Our pricing is based on desired talent and coaching. See our website to choose from our talent team of professional coaches, fitness instructors, dietitians and nutritionists, and yoga/mindfulness experts. We aim to customize your experience to the best of our ability; for specific talent requests or experiences, please contact us for specific pricing. Not including travel, materials, gifts, fitness equipment, etc.