

TRANSFORMATIONAL TRAILS

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PROGRAMS FOR
INDIVIDUAL DEVELOPMENT



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INTRODUCTION

Is it finally “Your time?” Are you ready to take stock of where you are and discover what you truly want? Would you consider investing in your development to make a profound change in your life?

We designed our Transformational Trails to support you connecting to yourself, to reveal your blind spot AND to define and embrace your ultimate potential.

Transformational Trails invites you to open a new path to your inner source of creativity. By focusing on your objectives which include intellectual, experiential, and interpersonal connections you go deeper into the core of who you are integrating body, mind, and spirit.

We have an experienced team of facilitators, experts in their fields for each program. Every program supported by International Coaching Federation certified Transformational Coaches, experienced mountain guides and yoga/ mindfulness teachers. This team will be supporting you with emotional safety, opportunity, and appropriate challenges so you will be assured to get everything you want from your Trail. Small groups enable us to fine-tune our program based on the needs of each individual and the overall group.



LIVE YOUR
LIFE from
your TRUE
POTENTIAL

To learn more about our Transformational Trails and core facilitation team, reach out to:

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(+31) 620605534

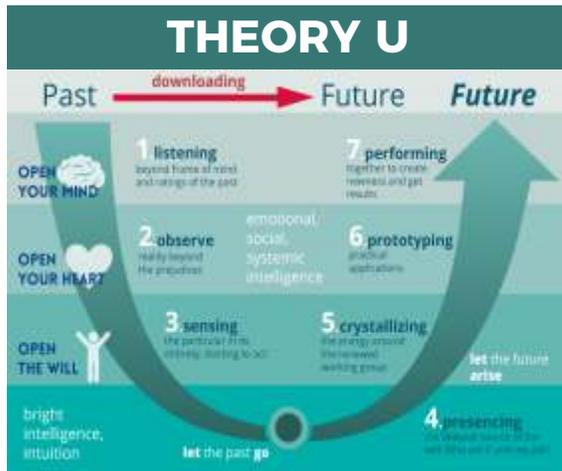


OUR APPROACH

OUR PROCESS

Theory U is the basis of our approach. Developed by Otto Scharmer (MIT) and his colleagues, Theory U helps people breakthrough unproductive ways of searching for solutions, and instead leads to profound innovation and change.

Our objective in using this process is to enable you to find your “blind spot” and unblock your ultimate potential.



“Why are we stuck in so many quagmires today? The cause of our collective failure is that we are blind to the deeper dimension of leadership and transformational change. This blind spot exists not only in our collective leadership but also in our everyday lives and social interactions. We are blind to the source dimension from which effective leadership comes into being. We know a great deal about what leaders do and how they do it. But we know very little about the inner place, the source from which they operate. And it is this source that Theory U attempts to explore.” Otto Scharmer

WHY NATURE?

Nature is our framework to apply Theory U because...

- Nature provides a profound source of intuition.
- The analytical mind disengages, and the creative brain begins to engage.
- A hike energizes your body allowing your blood to flow faster
- Reduces stress, improves your mood and enhances your mental wellbeing
- Your senses are heightened enabling different parts of your brain to become accessible.
- You trigger your biophilia, which helps stimulate your child-like curiosity.
- The outdoors is limitless and as such it provokes bigger thinking.



BUILDING BLOCKS OF OUR PROGRAMS

Each program is constructed with different building blocks. Below you can find the definition of each block. You can find the building blocks of each program, in the program overview of each program (page 8-11). It all starts with the intake interview.

INTAKES	An individual intake interview is planned with each participant with one of our facilitator/coaches. Intakes will not only help you to clarify your objective for your upcoming journey and but they also enable the team to get to know you, to understand your special requirements, and to support your wishes for your experience.
PRE-TRAIL COACHING SESSION	Before the Trail experience you will have a one-to one coaching session with one of our MMS Transformational Coaches. These sessions are designed to help you define your goals, your potential blind spots and to find out what needs to happen during your Transformational Trail experience to reach your goals.
PREPARATION WORKSHOP	In preparation for your experience in the mountains we will have a 2.5 hour workshop with all participants + facilitators/coaches to explain the theory behind our approach, what we will be doing during the Trail and to review what you need to do to prepare yourself both emotionally and practically as an individual, and as a group.
LEADERSHIP DEVELOPMENT WORKSHOP	Prior to the Trail we will plan a day workshop with all participants to explore some leadership development models and approaches to support your transformation including the theory behind our Trail. We will also brief you about what we will be doing during the Trail experience and how you need to prepare yourselves both emotionally and practically.
THE TRAIL	An extraordinary 2- or 3-nights /days expedition that will have a significant impact on you and your life. Your journey will start and finish at Salzburg airport. All upcoming programs include the items listed below:

- Your transport to and from the airport to the hotel
- 2- or 3-night stay in a pleasant 3 star hotel (pls. See details on page 11)
- All meals: breakfasts - lunches - dinners throughout your stay
- Intensive coaching sessions (one-to-one)
- Group exercises
- Guided hikes
- Necessary equipment (if needed for your specific program)

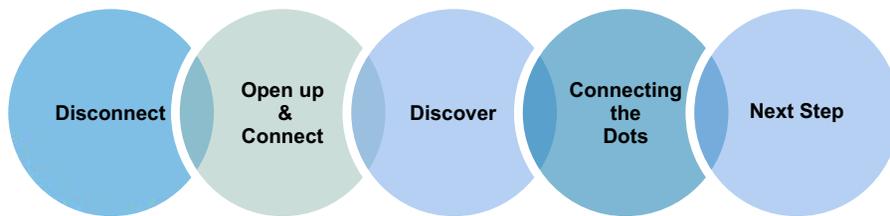
INTEGRATION WORKSHOP & DINNER	Six to eight weeks after the Trail experience, we will meet with all participants and facilitators for dinner. We will reflect on the insights you have gained from the Trails experience along with your integration and application from your expedition into your life. You will address the challenges you had and what you did to overcome and fully integrate your insights into your life.
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SURPRISE REMINDER	Three to six months after the Trails experience, you will receive a small reminder of your insights to keep you on track.
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THE TRAIL

Outline of Our Mountain Trail Experience



Our Trail has five distinct stages which are designed around your own objectives and based on your program theme. The trek and the steps we will take will not be linear. Some stages will overlap, and participants will go through the stages based on their own pace.

You will have an opportunity to plan your individual coaching sessions during the Trail based on your need and timing to help you progress and ultimately reach your goals.

Stage 1-Disconnect

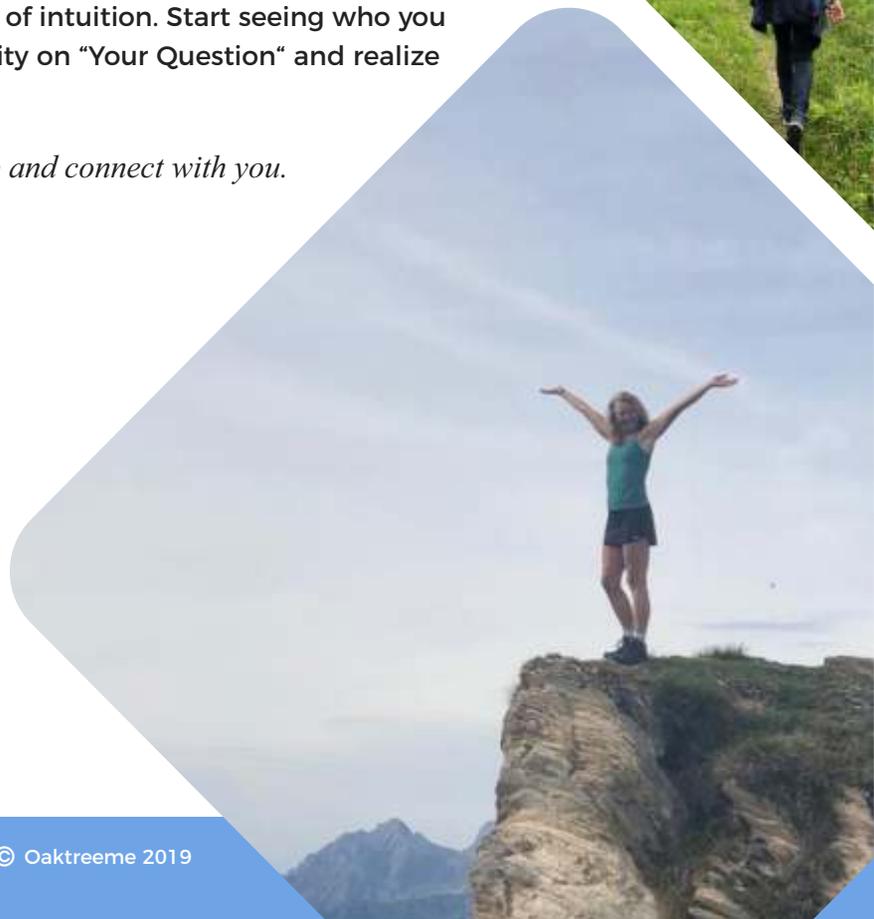
Disconnecting from your current environment, your daily concerns, to-do lists, from your judgments, typical references...Letting go of what you do not need.

Stage 2- Open- up and Connect:

Opening-up and connecting with yourself, nature, and the other participants (partially).

Listening to connect to your inner source of intuition. Start seeing who you really are without judgments, obtain clarity on "Your Question" and realize what it means to you.

Facilitated exercises will help you open-up and connect with you.



THE TRAIL

Stage 3-Discovery:

Discovering your automatic behaviors, boundaries, fears, inspirations, aspirations, purpose ... and discovering your blind spots.

In this Discovery stage we will also challenge you mentally and physically, invite you out of your comfort zone (based on your own limitations) to let you explore beyond your current borders.

Stage 4- Connecting the Dots:

Connecting your goals to your insights and then to your purpose results in answering "Your Question." When you put all the pieces together you transform what needs to be done.

We will utilize facilitated exercises, mindfulness, yoga and visualization techniques to help you connect your dots.

Stage 5- Next Steps

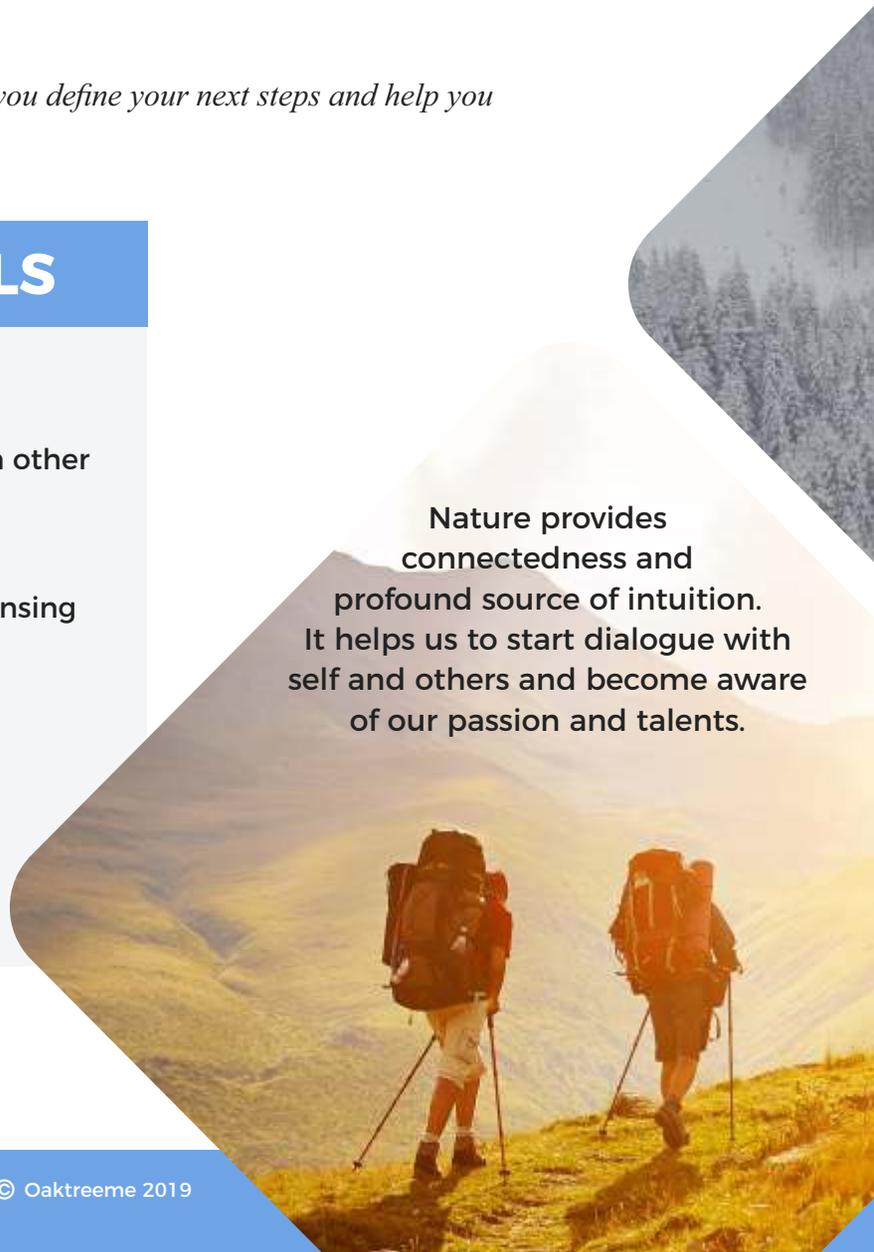
Anchoring your insights will enable you to define clear actions to integrate into your life. This will help you to reach your goals.

We will conduct a small workshop to help you define your next steps and help you make a gift to yourself.

OUR ESSENTIALS

- Space for individual process
- Respectful to nature and for each other
- Mindfulness
- Encouragement to feeling and sensing
- Non-judgmental behavior
- Confidentiality
- Simplicity (Basic- Humble)
- Authenticity (Honest- sincere)

Nature provides connectedness and profound source of intuition. It helps us to start dialogue with self and others and become aware of our passion and talents.



OUR UPCOMING PROGRAMS

Transformational Leadership Trail

ONLY WHEN YOU KNOW YOURSELF, THEN YOU CAN LEAD YOURSELF AND OTHERS!



Are you ready to make a profound transformation in your life?

Transformational Leadership Trail (TLT) is a 4-month program for those who are willing to stretch themselves to take the next step in their professional life, and who are willing to open-up and discover their blind spots to reach their true potential.

The Trail will enable you to establish new perspectives and will open a new path to your inner source of leadership and creativity, through the support of trained and experienced MMS facilitator/coaches.

Program Building Blocks

Intakes

Pre-Trail Coaching Session

Leadership development workshop

The Trail

Integration Workshop & Dinner

Surprise reminder

Please see page 4, for the explanation of each item below

and visit www.oaktreeme.com for upcoming dates

Note: this program also delivered for TIAS School for business and Society.

**New thinking is
nurtured in new
environments**



OUR UPCOMING PROGRAMS

Purpose Discovery Trail

FIND YOUR “WHY” AND THEN FIND YOUR “WAY!”

Are you ready to take the step to live your life with purpose?

- Are looking for a change in your career or in your life but you do not know what?
- Are you are wondering what you truly want?
- Is your life good, but do you still feel like you are missing something?

Then our Purpose Discovery Trail program will help you find the answers you are seeking. It is designed for deeper exploration of yourself without judgment and it helps you identify, acknowledge, and honor your purpose.

Your purpose is not something you need to invent; it is already there. You have to uncover it in order to create the life you want. For that we will support you to tap into your own guidance system, open a new path to your inner source.

When your vision is clear, we will support you to find your next steps to pursue your purpose with passion and enthusiasm.

Program Building Blocks

Intakes

Pre-Trail Coaching Session

Preparation workshop

The Trail

Integration Dinner

Surprise reminder

Please see page 4, for the explanation of each item below

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There is no greater agony than bearing an untold story inside you.



OUR UPCOMING PROGRAMS

Resilience Building Trail

LIFE IS 10% WHAT HAPPENS AND 90% HOW WE REACT TO IT!

In today's world, there is a lot of demand for our time and energy from our work, our families and society. As our world becomes more complex the demands increase.

As a result, being resilient, especially to stress, is a critical skill that you must master in order to increase your productivity, performance level, your health, and your relationships.

During our program, you will have a deeper understanding of your stress, its sources, detectors, your reaction patterns. You will learn and experience different methodologies to create right body and mind conditions to build the resilience you need to live your life at your best.

You will work individually and in groups to find out which stress management strategies work best for you and in which conditions.

You will obtain support to implement the changes in your life and create sustainable resilience.

The intact natural and beautiful location that we will be conducting our Trails, offers everything you need to help you gain new insights, new perspectives through silence, space, and spectacular views.

Program Building Blocks

Intakes
Pre-Trail Coaching Session
Preparation workshop
The Trail
Integration Workshop
Surprise reminder

Please see page 4, for the explanation of each item below

and visit www.oaktreeme.com for upcoming dates

Note: this program also delivered for TIAS School for business and Society.

SINCE EVERYTHING IS
 A REFLECTION OF OUR
 MINDS...

*Everything can be changed
 by our minds.*



OUR UPCOMING PROGRAMS

Recalibration Trail

TAKE A STEP BACK TO MOVE FORWARD

Take a step back and get back on track

Sometimes we need to step back to move forward.

To understand our current challenges, to see them from different perspectives, to find the way forward.

Sometimes, we feel something is not quite right but cannot pinpoint what is missing or off.

Sometimes, we need to check-in with ourselves, take a hard look at our thoughts, emotions, and decisions, and ask ourselves if our life is on the right track...the track you ideally want it on.

Sometimes we lose our confidence to move forward and need to find out where we lost it and then get it back.

Our "Recalibration Trail Program" is designed to give you what you need to move forward. It is designed as an emotional boot camp with intensive coaching sessions and special processes supported by physical activities to combine body & mind activation.

Program Building Blocks

Intakes

The Trail

Integration Dinner

Please see page 4, for the explanation of each item below

and visit www.oaktreeme.com for upcoming dates

Note: this program also delivered for TIAS School for business and Society.

**We cannot see
our reflection in running
water. It is only in still
water that we can see.**



WHO IT'S FOR

This program is designed for anyone ready to make the next step in his/her life on a professional or personal level who is willing to open up, discover and share.

There is no specific fitness level or hiking experience required. We only need you to respect our "Trail Essentials".

LOCATION FOR THE TRAIL

A transportation car will be waiting at the airport for you to bring you to our location.



**Austrian Alps
close to
Dachstein area**

This intact natural area offers everything you need to help you gain new insights, new perspectives through silence, space, spectacular views.

HOTEL DETAILS

www.alpenexperiencehotel.com

Alpen Experience Hotel, Tunzendorf 53,
8962 Michaelerberg / Pruggern



OUR CORE TEAM

We have a team of exceptional MMS coaches, facilitators, topic experts to support your Trail. Each team member has extensive experience in their area beside their business experience and knowhow.

You can find some information about our core team below. Based on the program you chose there may be other experts besides MMS coaches accompanying your Trail.

VERDA SISMAN FABER IS AN EXPERIENCED GLOBAL BUSINESS LEADER, AN EXECUTIVE COACH AND FACILITATOR

**Adjunct professor - Leadership Development @ TIAS /
Founder and Managing Director; Oak Tree Me**

Designing, developing and facilitating transformational leadership development programs to help people reach their full potential in their career and personal life.



“ *I am fascinated about our capacity to grow and transform. Supporting people to discover their true potential which often lies concealed within themselves is the most fulfilling job I can ever imagine.* ”

CAREL-JAN L. VAN DRIEL IS AN EXPERIENCED BUSINESS LEADER, EXECUTIVE COACH, MENTOR AND FACILITATOR

Running his own company “**Catch the Tide**”, **supporting** and **helping** people and teams to make the **right choices** at the **right moment**.



“ *I am very interested in organizational cultures and change management in organizations, especially to work with people to implement the change in a team. or to coach people through a change.* ”

JOHN VAN GIELS - IS A TRAINER & FACILITATOR, UIMLA INTERNATIONAL MOUNTAIN LEADER

He runs **wilderness & leadership trails**, **organizational consultancy** and **Leadership development**, in business and Outdoor settings alike.



“ *Living humbling experiences and near fatal accidents. I experienced what a great teacher nature can be... Dealing with uncertainties, fears, complex situations, potential and possibilities.* ”



OUR CORE TEAM

HARMEN VAN DIJK IS A COACH, FACILITATOR, OUTDOORS GUIDE AND ADVENTURER.

Founder of Dream Tree Coaching and Raw Men Trails.

“ *Nature and people are my passion. I live and work outside whenever possible. Since 2014 I have been taking men and women on a journey into nature and by that on a journey to themselves. I believe nature provides us with many opportunities for personal leadership development. Becoming aware of the pure magic in nature and honouring natural transitions such as the changing of seasons brings us back to our essence and opens doors for transformational growth.* ”



RUUD VAN DE VEERDONK IS AS A TRAINER/COACH AND EDUCATIONAL EXPERT AND AUTHORITY IN THE FIELD OF STRESS-MANAGEMENT AND PERFORMANCE UNDER PRESSURE

He is working for the **Dutch Police Academy**
Responsible for training team members and Executives for the Dutch arrest and Intervention teams

He developed a mental resilience in collaboration with a sports psychologist for increasing mental strength, where 42,000 police officers will take part.



BARBARA VAN DER MEER IS A FACILITATOR, YOGA AND MEDITATION TEACHER, AND MOUNTAIN HIKING GUIDE.

Running her company; **Delta Yoga & Works** as a **Manager** and **Expedition Leader** for Mountain Network

“ *I love both mountains and yoga mats because they are places where people tend to find challenge, a body-mind connection and new inspirations.* ”



Depending on the size of the group and the participants' needs, exact facilitator team will be defined.



TESTIMONIALS



Wim Hoeijenbos

CFO

“ I fully recommend this transformational experience. The impressive nature of the Austrian Alps and physical and mental challenges guided by a very qualified coaching team let you reach new levels of yourself. ”



Raoul van Etten

Director School of business and communication

“ It is for lot of people a great, life-changing event .

I have experienced the power of experiential learning ”

Cynthia Mouanda

Senior Communication Manager

“ I can honestly say that the experience was exceptional, unique and tailored to my needs as I discovered them.”

“ I can truly say that has being a life-changing experience for me”

“ I would certainly recommend this program because of the transformation that actually takes place. Because of the way the coaches/facilitators are tuned in to understand and react immediately to the needs of us the participants. ”



Jacco Mulders

Director of Business Development

“ I would encourage everyone to try and have a similar experience. The organization, the scene, the setting, the process. All was well organized but not too strict, allowing sufficient time to reflect. Very nice and rewarding. ”

Arjan Klijn

Sales Director

“ Truly was and is an amazing experience that will contribute so much to my personal development

The whole concept was very valuable. Everything came together and made sense” “ So much appreciated ”

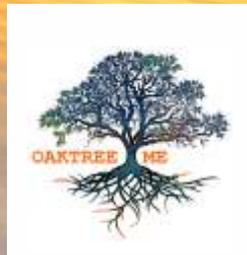


Richa Malhotra

Senior Product Manager

“ This Trail has given me something completely unexpected, something I was not aware that was possible. ”





OAKTREEME

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