GOA INSTITUTE OF MANAGEMENT

In Association With

Aktivo Labs.

MINDFULNESS RETREAT FOR LEADERS

AI-Enabled Inner Leadership Reset

A SIGNATURE EXECUTIVE PROGRAM BY GOA INSTITUTE OF MANAGEMENT

27 - 29 January 2027

Venue: **GIM Campus, Goa**

WHY THIS RETREAT

In today's high-velocity world, leaders operate under relentless cognitive pressure, constant decision-making, and digital overload. Over time, this leads to decision fatigue, emotional exhaustion, and reactive leadership. Yet, leaders rarely receive structured spaces to pause, recalibrate, and reconnect with their inner clarity.

This retreat is designed as a science-backed, deeply immersive leadership reset. Combining mindfulness practices, neuroscience insights, and AI-enabled biofeedback, the program helps leaders slow down, observe their internal patterns, reframe their relationship with work and life, and return with renewed clarity, presence, and purpose.

Participants measure physiological and cognitive vitals before and after the retreat, experience structured calming and self-discovery interventions, and leave with evidence-based insights into their stress patterns, attention levels, and leadership behaviours.

WHO SHOULD ATTEND

- CXOs and Senior Leadership Teams
- Bureaucrats and Public Sector Leaders
- Entrepreneurs and Startup Founders
- Academic and Institutional Leaders
- Healthcare and Social Sector Leadership
- High-Potential Leadership Talent Preparing for Larger Roles

PROGRAM STRUCTURE

3-DAY IMMERSIVE EXPERIENCE

DAY 1 – CALMING THE SYSTEM (FROM NOISE TO STILLNESS)

Participants begin by measuring their baseline physiological and cognitive vitals using AI-enabled tools. The day focuses on breathwork, nervous system reset, digital detox immersion, reflective dialogue, and evening nature-based mindfulness to slow the mind and body.

Session 1: Arrival & Psychological Settling

> **Theme:** Transition from busyness to presence
> **Focus Areas:** Mental slowing, safety, openness
> **Pedagogical Intervention:** Silent arrival, grounding exercise, reflective prompts
> **Facilitator Tools:** Soft music, reflection cards, guided breathing script
> **Facilitator Notes:** Do not rush. Tone-setting session. Avoid lectures.
> **Preparation References:** Jon Kabat-Zinn (Mindfulness-Based Stress Reduction), Polyvagal theory basics

Session 2: AI Baseline Vitals Mapping

> **Theme:** Self-awareness through data
> **Focus Areas:** HRV, stress indicators, attention span, sleep
> **Pedagogical Intervention:** Wearable-based measurement + guided interpretation
> **Facilitator Tools:** HRV devices, assessment dashboards
> **Facilitator Notes:** Avoid technical overload; focus on awareness, not diagnosis.
> **Preparation References:** HeartMath research, Stanford neuroscience stress studies

Session 3: Breath & Nervous System Reset

> **Theme:** Calm the body to calm the mind
> **Focus Areas:** Breath awareness, emotional regulation
> **Pedagogical Intervention:** Guided breathwork, body scan
> **Facilitator Tools:** Breath scripts, timer, calm environment
> **Facilitator Notes:** Maintain slow pace; silence is essential.
> **Preparation References:** Andrew Huberman breathing protocols

Session 4: Digital Detox & Attention Reset

> **Theme:** Recovering attention
> **Focus Areas:** Cognitive overload, distraction cycles
> **Pedagogical Intervention:** Device surrender + attention exercises
> **Facilitator Tools:** Focus tasks, journaling prompts
> **Facilitator Notes:** Expect resistance from leaders.
> **Preparation References:** Cal Newport (Deep Work)

Session 5: Nature Immersion Walk (Evening)

> **Theme:** Sensory awareness
> **Focus Areas:** Body-mind integration
> **Pedagogical Intervention:** Guided silent walk
> **Facilitator Tools:** Reflection prompts
> **Facilitator Notes:** No talking; allow sensory noticing.
> **Preparation References:** Ecotherapy studies

DAY 2 – SELF DISCOVERY (IDENTITY & AWARENESS)

Leaders engage in deep reflective work exploring identity, values, emotional patterns, ambition, and leadership narratives. Through guided self-inquiry, group dialogue, and structured journaling, participants gain clarity on what drives their decisions and behaviours.

Session 1: Narrative Identity Workshop

> **Theme:** Who am I beyond my role?
> **Focus Areas:** Leadership identity, self-story
> **Pedagogical Intervention:** Storytelling exercises
> **Facilitator Tools:** Reflection worksheets
> **Facilitator Notes:** Encourage vulnerability, confidentiality.
> **Preparation References:** Herminia Ibarra (Working Identity)

Session 2: Values vs Ambition Mapping

> **Theme:** Internal conflicts
> **Focus Areas:** Motivation, meaning, purpose
> **Pedagogical Intervention:** Mapping exercise
> **Facilitator Tools:** Value cards
> **Facilitator Notes:** Avoid judgment; stay neutral.
> **Preparation References:** Simon Sinek (Start with Why)

Session 3: Shadow & Emotional Triggers

> **Theme:** Hidden drivers of leadership behaviour
> **Focus Areas:** Fear, insecurity, control
> **Pedagogical Intervention:** Guided reflection + journaling
> **Facilitator Tools:** Emotional trigger worksheet
> **Facilitator Notes:** Psychological safety critical.
> **Preparation References:** Carl Jung shadow theory

Session 4: Group Dialogue Circle

> **Theme:** Shared humanity
> **Focus Areas:** Listening, empathy
> **Pedagogical Intervention:** Circle dialogue
> **Facilitator Tools:** Talking piece
> **Facilitator Notes:** No hierarchy
> **Preparation References:** Dialogue practice frameworks

DAY 3 – REFRAMING LEADERSHIP (AWARENESS TO ACTION)

The final day helps leaders translate awareness into action through conscious decision-making practices, energy management frameworks, listening skills, and the design of personal leadership rituals. Post-program vitals are captured to provide evidence of change and insights for sustained transformation.

Session 1: Conscious Decision-Making

> **Theme:** Respond vs react
> **Focus Areas:** Pause, clarity
> **Pedagogical Intervention:** Scenario-based exercises
> **Facilitator Tools:** Decision frameworks
> **Facilitator Notes:** Link to real leadership contexts.
> **Preparation References:** Kahneman (Thinking Fast & Slow)

Session 2: Listening as Leadership

> **Theme:** Presence in conversations
> **Focus Areas:** Attention, empathy
> **Pedagogical Intervention:** Role-play
> **Facilitator Tools:** Listening checklists
> **Facilitator Notes:** Debrief deeply.
> **Preparation References:** Otto Scharmer (Theory U)

Session 3: Energy Management & Ritual Design

> **Theme:** Sustainable leadership
> **Focus Areas:** Energy leaks, recovery
> **Pedagogical Intervention:** Habit design
> **Facilitator Tools:** Ritual planning templates
> **Facilitator Notes:** Practical takeaways essential.
> **Preparation References:** Tony Schwartz (Energy Project)

Session 4: Post-AI Vitals & Leadership Blueprint

> **Theme:** Evidence of transformation
> **Focus Areas:** Before vs after comparison
> **Pedagogical Intervention:** Dashboard review + planning
> **Facilitator Tools:** AI reports
> **Facilitator Notes:** Reinforce continuity post retreat.
> **Preparation References:** Behavioural change literature

WHAT MAKES THIS RETREAT DISTINCTIVE

- AI-enabled measurement of stress, attention, and emotional indicators
- Neuroscience-backed mindfulness design
- Structured identity and leadership reflection
- Measurable before-and-after outcomes
- Personal leadership blueprint for sustained change
- Immersive, distraction-free environment

Key Takeaways for Participants

- Personal stress and cognitive clarity dashboard
- Deep self-awareness of leadership triggers and blind spots
- Daily rituals for calm, focus, and emotional regulation
- Decision-making reset framework
- Work-life integration blueprint
- Sustainable energy management practices

Benefits to Participants

- Reduced stress and burnout indicators
- Improved emotional regulation and resilience
- Enhanced clarity in decision-making
- Greater leadership presence and composure
- Renewed sense of purpose and direction
- Stronger alignment between personal values and professional roles

Benefits to Organizations

- Leaders who respond thoughtfully rather than react impulsively
- Improved decision quality and stakeholder engagement
- Reduced burnout risk in critical leadership roles
- Stronger culture of reflection, empathy, and mindful leadership
- Increased productivity and long-term leadership sustainability
- Better alignment between organisational goals and leadership behaviours

ABOUT GOA INSTITUTE OF MANAGEMENT

Goa Institute of Management (GIM) is one of India's leading management institutions known for its emphasis on leadership development, sustainability, and experiential learning. With strong industry engagement, academic rigour, and a commitment to socially responsible leadership, GIM delivers executive programs that blend research, practice, and real-world impact.

A Peaceful Environment for Deep Reflection

Set amidst the serene natural landscape of Goa, the retreat offers an ideal environment
for reflection and renewal. The calm surroundings, green campus spaces, and proximity
to nature create a powerful setting for leaders to step away from routine pressures and

A Leadership Reset That Creates Lasting Impact

This is not a wellness getaway—it is a structured leadership transformation experience. Participants return not just relaxed, but more self-aware, grounded, and capable of leading with clarity, empathy, and resilience in complex environments.

< Scan to Register

CLICK HERE

Fees Per Participant: **₹ 75,000 + 18% GST**
Group Discount: **5% for upto four participants and**
10% for five to ten participants

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