



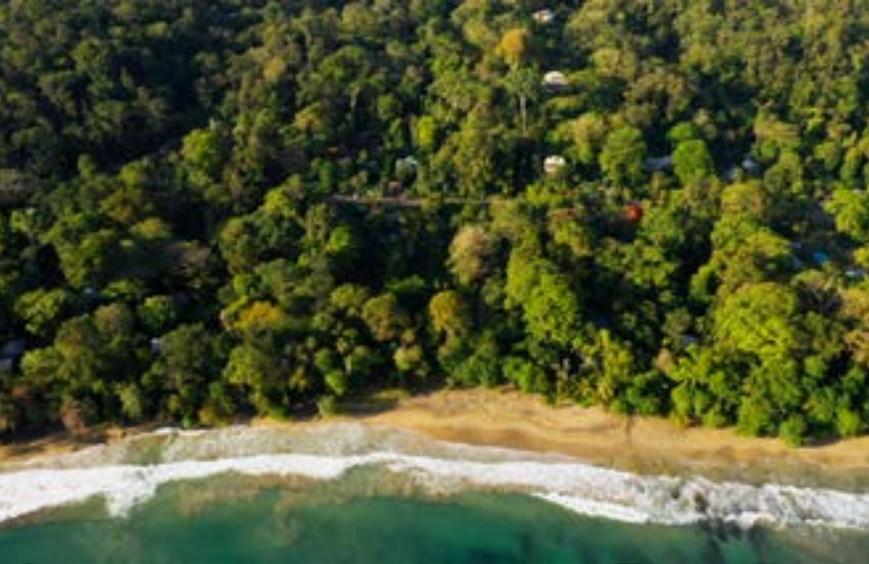
PUNTA UVA | LIMÓN

AIR & WATER

Executive Group Retreat



We know that skills alone won't sustain the leader over time. However, a change in mindset will. Whether your company is responding to competitors or managing new opportunities, your team has the power to transform your growth. You cannot expect different or better results with the same strategies. Isn't it time you did something radically different?



Take advantage of the stunning vistas and natural elements of Costa Rica to access your organization's potential, while bonding and growing together. Let us introduce you to a process that creates lasting change in life and work.

BEST FIT

This retreat is perfectly designed for organizations that:

- Are **growing fast** and depend on their team's capacity to execute on critical deliverables
- Need to **manage and lead significant organizational change** (current/upcoming)
- Have a **C-Suite team** that recognizes the importance of **spending quality time together**
- **Work virtually or globally** and need a **once-a-year physical get-together** to ensure team effectiveness
- **Need to have critical conversations** about how to expand individual and organization capacity and engagement



EXPECTATIONS

Through an innovative and thought-provoking process, your team will:

- **Develop profound and lasting bonds** by exploring individual and group strengths that align complimentary talents
- **Discover their deeper purpose/mission** in addition to executing on deliverables
- **Learn how to take ownership of their personal and professional success** which allows the team to flourish as a whole
- **Move from a highly functioning unit to a transformational force** that directly affects employee engagement and retention



BENEFITS

The notable takeaways most individuals and teams experience include:

- **Deeper and more meaningful relationships.** This allows for improved communication and a better process for challenging negative assumptions. This retreat invites vulnerability and openness within the team creating real relationships and profound shifts.
- **Greater awareness of individual complementary strengths and weaknesses** as well as a plan for maximizing or minimizing them for organization success. If you don't know the power of your team, you can't fully access it. This retreat brings it out and provides strategies for alignment that build team success.
- **Increased engagement and retention** by creating a powerful team vibration that fosters creativity and joy.
- **Tactical strategies for implementing change.** Most retreats leave you with a good feeling, but no actionable roadmaps. We provide a step-by-step action plan.





ARRIVAL DAY

The team arrives in San Jose, Costa Rica and spends the day and evening getting centered and connected. Some light pre-work exercises allow team members to sync and get ready for the next few days. The following morning (bright and early) our shuttle picks you up and takes you to the Air & Water property on the Caribbean/Atlantic side of Costa Rica. Please note that accommodations in San Jose are not included in the package price, however, the shuttle service is.

Arrival in San Jose

Pre-Work Exercises





DAY 1

The team is picked up in San Jose early morning and driven to the Air & Water retreat location on the Caribbean coast. It's a 4-5-hour drive (depending on traffic) and well worth it. Upon arrival, they are greeted by the Air & Water team and settling into their accommodations. This day combines a series of mental and physical exercises to allow the team to go deep within. Each participant uncovers how they contribute to the overall vibe of the team and organization as a whole. The day close with a group dinner and integrative evening activity.

- Drive to Air & Water
- Lunch
- Team session
- Short break / relax and reflect
- Dinner
- Evening Session



DAY 2

The second day, we explore actions, beliefs, emotions, and behaviors that help or prevent individual and team/organizational success. The group identifies current/future business challenges and maps out a plan for tackling obstacles and creating opportunities—small and large scale. The day closes with a team building activity to unleash joy and tap into the excitement generated during the retreat.

- _____
Early Morning session
- _____
Breakfast
- _____
Meeting with Facilitators
- _____
Short break
- _____
Lunch
- _____
Team session
- _____
Short break / relax and reflect
- _____
Dinner
- _____
Evening Session



DAY 3

We start early with a morning session to ignite sparks. We then use the mind to cool things down. Participants learn how to act vs. react, how to think bigger, and discover the concepts of leadership/ followership. The day culminates in a team dinner that allows each person to share his/her key takeaways and declared action steps.

Early Morning session

Breakfast

Meeting with Facilitators

Short break

Lunch

Team session

Short break / relax and reflect

Dinner

Evening Session





DAY 4

FUN DAY or CONTEMPLATION DAY

We encourage the team to stay for one day without “work” to play and have fun. We’ve found this to be tremendously important in the process and in order for the materials and experience to settle in. While the activities for this day are not included in the program, we will arrange anything from surf/SUP lessons, waterfall hikes, fishing tours, or chocolate making tours.

Breakfast

Free Time

Lunch

Free Time

Dinner

Free Time



DAY 5

The last day we map out the action plan. Each person takes personal ownership of his/her actions and the team co-creates a team/organization action plan. The individual and team plans are then used during the follow up coaching sessions to guarantee results.

Early Morning session

Breakfast

Meeting with Facilitators

Short break

Lunch

Team session

Short break / relax and reflect

Dinner

Evening Session



DEPARTURE DAY

We highly encourage team members to head back to San Jose the day before their flight. As in most large cities, traffic can vary greatly and it's better to be safe than sorry. Departure day accommodations in San Jose are not included in this program, however the team shuttle is.

[Return to San Jose](#)

WHY AIR & WATER



THE REASON

At the office and in our natural environments, we are conditioned by what surrounds us. We can't see things from a different perspective when we are in the middle of it.

Investment in your team is essential and even more essential for the executive team. The return on this investment increases when they learn at least two new strategies that allow them to do things differently and they share it with others. The higher up the ladder we go, the more impact the leader has. If he/she is then able to impart what they learn into the organization, the return on investment is tremendous.

THE DIFFERENCE

Our unique formula mixes deep philosophical concepts with actionable steps that produce immediate results. When we challenge our minds in a setting that supports creative thinking, we unlock a part of the mind and heart that create lasting expansion. If we then add the new skills to the mix, we've initiated transformational leadership. After all, what got you HERE will not get you THERE.

We start with a **pre-retreat process**. Each team member must complete two assessments to provide insight into their driving motivators and core behavioral styles. During a **45-minute phone debriefing session**, we review the results and learn vital information about each person's goals for the retreat. This pre-retreat assessment allows us to plan and align the retreat content to tailor it to your team's needs.

After the retreat, each team member receives **post-retreat coaching sessions** to ensure that steps are executed and follow through is taking place. Follow up provides results, not just "good vibes" from this retreat.

YOUR FACILITATORS



MAJA

Maja doesn't believe in limiting herself or her clients. On the contrary, her mission is to activate leaders who change the world - one small action step at a time. Born in Göteborg, Sweden, Maja moved to the United States in her 20s to earn a masters degree in Instructional Design/ International Business.

Today, a master-level executive coach, Maja holds numerous certifications in the field of leadership and human behavior and is the author of the book, Taking the Pain Out of Managing One Day at a Time. True to the philosophy of living an expanded life, Maja is a former World Champion amateur ballroom dancer and author of the instructional books Competing Like a Pro and The Ballroom Dance Coach.

Embracing her "no limitations" take on life, at 44, Maja signed up for a surf camp in Jacó, Costa Rica. She had a "head over heels" experience with surfing and Stand Up Paddleboard (SUP) racing and decided to make Costa Rica her permanent home. Maja lives in the small beach cove of Punta Uva on the Caribbean coast of Costa Rica where is fulfilling her life's dream by constructing the intimate Air & Water retreat center for groups and individuals who want to expand their lives and reinvigorate their businesses.



ALICE

Alice brings a unique blend of head and heart to everything she does. Her years of disciplined practice as a musician, scuba diving instructor and business owner have sharpened her mental acumen, which she uses to help her clients achieve extraordinary results. Using a non-traditional mindset and thinking process, she targets clients and businesses with challenging problems and helps them uncover and activate their hidden talents and opportunities.

Alice is trained in a variety of cognitive therapies including Neuro Linguistic Programming and Hypnotherapy. She is also a certified coach and Behavioral/Motivators Analyst. She is passionate about the correlation between neuroscience and spirituality and is currently studying with several key practitioners to learn how to combine the two perspectives in order to help maximize her clients' success.

Originally from Antibes, France, Alice now resides in Jaco, Costa Rica where she enjoys surfing and being in nature.



YOUR EXPERIENCE

GUIDELINES FOR USE

Before you make a final decision about coming, we ask that you carefully consider these “standards of living” to decide if Air & Water is for you. Ultimately, we want you to have an amazing experience, and if we are not the perfect fit for you, we are happy to recommend places in the area that will fit you like a glove.

Below are guidelines for use of the Air & Water facilities:

- Have a strict no-smoking policy in the casitas and on the grounds.
- Are a drug-free property and reserve the right to terminate your stay immediately if disruptive behavior from intoxication is displayed.
- Value the sounds of nature and silence and don't offer TVs in the casitas. Speakers and loud music are not permitted. Do not conduct FaceTime, Zoom, or other online or phone conversations using the speaker function. To enjoy music, conversations, or movies on your personal computers, please use a headset—and do so inside your casita.
- Go to bed and wake up early, so please limit outdoor conversations after 9:00 p.m.
- Are not able to accommodate pets as we have three dogs, a few ducks, and other wildlife already.
- Live in the woods. All casitas have beautiful large screen doors with mosquito netting for maximum comfort.
- Have a coffee station and mini refrigerator. If you need anything else, please let us know and we'll bring it from the kitchen. There is usually a large pot of coffee brewing in the morning and feel free to join us for a cup or a morning chat.
- Offer A/C units for an additional fee and encourage you to instead use the natural breeze and air to refresh.
- Welcome any registered guest. Non-registered guests are not permitted to enter the property without registering. This is for everyone's safety and comfort.

If you have any questions, please email or message us and we are happy to provide you with more details.



NEXT STEPS



INVESTMENT

The investment for the retreat includes all of the below excluding air transportation to and from San Jose, Costa Rica for 8 participants. Additional participants may be included with a per person additional charge.

- All one-on-one pre-retreat assessments and individual debriefing sessions
- Pick up and drop off at airport and transportation to the retreat location
- Food and accommodations for up to eight team members
- All retreat materials
- Two 30-minute individual coaching sessions upon return to the office to ensure the execution of the plan

REGISTER

Just send us an email at info@airandwatercr.com or call/message us at +1-310-560-9580 (US) or +1-506-8385-2444 (Costa Rica). We will get right back to you and look forward to seeing you soon!

FLIGHTS

There are numerous non-stop flights from major U.S. and International cities to San Jose, Costa Rica including: Los Angeles, Atlanta, Minneapolis/St. Paul, Charlotte, Philadelphia, Baltimore, Orlando, Miami, Fort Lauderdale, Dallas, Houston, Denver, New York, Toronto, London, Paris, Madrid, Frankfurt and Mexico City.



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