

# Founders' Coaching Pause 2017: Program

**Date** Feb 9-12, 2017 (Arrive Thursday afternoon/evening, Feb 9: check in at 2pm or later, leave on Sunday afternoon, Feb 12 at 4pm)  
**Venue** Uma Sapna Villa, Jl. Drupadi No. 20xx, Seminyak, Bali, Indonesia  
(www.umasapna.com)

## Summary

Our goal is to develop a tech startup coaching ecosystem for Southeast Asia, starting with Indonesia. We will kick-off with a 3-day entrepreneurs' leadership program "Founders Coaching PAUSE" to take a moment to PAUSE and reflect on self-leadership and the leadership of others. This 3-day program aims to create alignment between coachees and coaches, as they will be embarking on a journey together over the next year.

### **Desired outcomes of the program:**

- Help participants discover their purpose - their "why"
- Build relationships between coaches and coachees
- Review and develop entrepreneurial skills of coachees

To build and strengthen the connection between coaches and coachees, we will continue with ongoing peer-based leadership groups over the next year. These will be facilitated coaching sessions that will develop the coachees and leverage their strengths for entrepreneurial success.

This retreat would be a great kick-off for coaches and entrepreneurs to discover themselves - their life purpose and values and explore their personal "WHYS" as they embark on their startup journeys. It will also include a review of many of the skills required to boost a startup from 2 people to 200 people and beyond.

## Schedule

### **Thu, Feb 9: Arrival Day**

7:00 - 9:00 **Optional** Welcome Dinner  
Venue: TBD

### **DAY 1: SELF - Focus on 'inside - purpose, motivations, values'**

#### **Fri, Feb 10:**

7:00 - 8:00 **Optional** morning activity / exercise (individual activity)

8:00 - 9:00 Breakfast

**9:00 - 9:15** **Welcome**  
Introduction and overview of purpose of this program and aspirations

**9:15 - 9:30** **The "Why"**  
Our personal "why" we are doing this program  
Design of 3-day journey

- 9:30 - 10:00 Leading from the Inside Out**  
Introduce each other based on what's inside of people - power to see people as humans, not by roles and what you see on the outside  
Values-based leadership and uncovering values and vision
- 10:00 - 10:30 My Values & Beliefs**  
Sharing Session between coaches/coachees and then individual exercise to start writing down what values each person holds
- 10:30 - 11:00 Coffee Break
- 11:00 - 12:30 Your Talents & Passions**  
A session based on the Wealth Dynamics Test and Passion Test to understand your natural path and what kind of role and team is most effective for you
- 12:30 - 1:30 Lunch
- 1:30 - 3:00 Business Models & Business Stages**  
An overview of the 5 business models, Wealth Dynamics 8 stages of enterprise and Tuckman's 4 stages of team, with the priorities in team formation
- 3:00 - 3:30 Coffee Break
- 3:30 - 4:00 EQ & Neuroscience**  
EQ = awareness, regulation, sensitivity, leadership. Reptilian Brain vs Neocortex (reaction vs intention). EQ is when Neocortex makes decisions. Meditation
- 4:00 - 4:30 Mindfulness**  
During this session, you will learn simple mindfulness-based exercises that will cultivate the four fundamentals: focus, clarity, creativity and compassion. Learn to lead from a place of choice, based on your values and expertise, rather than reactivity. You may also experience better health, a deeper connection with others, and a greater satisfaction with life – at work and at home.  
In a world where multi-tasking, digital distractions and continuous partial attention are the norm, it is challenging to find the time, energy and creativity to innovate. Fortunately, the practice of mindfulness – paying attention to the present moment with an attitude of open awareness – can wire your brain for excellence despite the chaos.
- 4:30 - 5:00 Group discussion, Reflections & Journaling**
- 5:00 - 7:00 Free time
- 7:00 - 9:00 Dinner

**DAY 2: TEAM - Focus more on 'outside' and how to translate what's on the inside to actions, words and strategies**

**Sat, June 11:**

- 7:00 - 8:00 **Optional** morning activity / exercise (individual activity)
- 8:00 - 9:00 Breakfast
- 9:00 - 10:30 Your Future Vision**  
Visioning session to create a clear and compelling picture of your life, business and team in 2018 (1 year), 2022 (5 years), 2052 (35 years), 2102 (85 years)
- 10:30 - 11:00 Coffee Break
- 11:00 - 12:30 Your Winning Formula and Losing Formula**  
An interactive panel session with coaches on the successes and hurdles in self leadership they have faced in their own journeys. Introduction to coaching tools
- 12:30 - 1:30 Lunch
- 1:30 - 2:30 Role of the Coach Advisor**  
Sharing framework of the 'Coach Advisor' to play 3 critical roles: Coach, Advisor, Connector  
Practical tips and techniques on 'Coaching' - power of listening and asking, not telling
- 2:30 - 3:30 Team Formation**  
Interactive activity with coaches and coachees to map out team growth with quarterly milestones for each business based on their current stage.
- 3:30 - 4:00 Coffee Break
- 4:00 - 4:45 Dream Teams and Team Nightmares**  
An interactive panel session with coaches on the success stories and disaster stories in building and leading teams
- 4:45 - 5:30 Leadership & Practical Ethics**  
1. The Relative Values of Values  
2. The Leadership Execution Cycle  
3. The Burden of Leadership  
4. Leadership Should Sometimes Suck
- 5:30 - 6:00 Reflections & Journaling**
- 6:00 - 7:00** Free time
- 7:00 - 9:00 Dinner

**DAY 3: SCALE - Focus on bringing things together and connecting inside to outside to scale and grow business and impact**

**Sun, June 12:**

- 7:00 - 8:00 **Optional** morning activity / exercise (individual activity)

- 8:00 - 9:00 Breakfast
- 9:00 - 10:30 The DNA of Unicorns**  
Guided discussion on the key principles to rapid, scalable, investible growth. Specific strategies based on each coachee and their business
- 10.30 - 11.00** Coffee break
- 11:00 - 12:00 One Year Plan**  
An interactive exercise with coaches and coachees to set milestones and measures for the next 12 months, together with review process and tools
- 12:00 - 12:30** Coffee break & check out (store luggage at Concierge)
- 12:30 - 1:00 Design of Coaching**  
Mapping out the process for coach and coachee to build an effective coaching partnership to scale each business. Review of tools, steps, rhythm and Q&A.
- 1:00 - 2:00 Wrap Up & Send Off**  
Each person reviewing biggest outcomes, takeaways and actions from the 3 days. Discussion on next steps, feedback and growth of the coaching initiative - FCP design and commitments.
- 2:00 - 3:00 Lunch
- 3:00 - 4:00 Hangout and departure

Please note that the schedule above might change.

**Accommodation inclusive of:**

1. Complimentary pick up and return airport transfer.
2. Complimentary welcome drinks and cold towel upon arrival
3. 15 minutes complimentary welcome massage
4. Complimentary seasonal fruits arrangement upon arrival
5. Daily breakfast, coffee break, lunch & dinner listed in the schedule
6. Complimentary resort Wi-Fi internet connection