

Arise, Arrive, Ascend
Pebble Ledge Ranch, Novelty, Ohio USA
A Transformational Journey Into Your Next Chapter

Step back. Go deeper. Lead better. A retreat for senior leaders ready to grow into what their next chapter asks of them — and shape the teams, organisations, ecosystems and communities around them.

October 27th - 30th 2026
(Tuesday morning - Friday Mid-day)
Guided by Tess Cope and Jackie Stevenson



A Journey To:

Arise with Courage

Honour the past, the path that has brought you here, and the gifts, experiences, and relationships that have shaped your journey.

Arrive with Confidence

Honestly explore your current reality, uncover hidden dynamics and patterns, and deepen your awareness of what is influencing your leadership and life.

Ascend with Clarity

This highly experiential retreat is an invitation to pause, take stock, and reconnect – discovering your unique presence, the gifts awaiting expression, and what life and leadership are genuinely calling from you. Leave with renewed purpose, clearer direction, and real hope for the road ahead.

Together, we will explore how to thrive as leaders amid chaos and uncertainty by deepening our capacity to listen, sense, trust, and respond creatively.

Guided by horses, nature, ancient wisdom traditions, a systemic whole-system lens, and the collective intelligence of community and field, we will enter a spacious realm of reflection, discovery, and transformation.

We will tune into the intelligence of body, heart, mind, spirit, and field and create space to release patterns that no longer serve us and cultivate the conditions for breakthrough



Why Attend This Retreat?

Executive transitions remain among the most consequential and costly moments in an organisation's life and underpin or undermine the reputation of the leaders themselves. Despite decades of good intention, outcomes remain inconsistent.

Why? Because what truly drives a system is often invisible. Every individual, team, and organisation carries its own hidden architecture — histories, loyalties, patterns, and dynamics operating largely outside conscious awareness, yet shaping behaviour, trust, and readiness for change at every turn.

This retreat creates the space to see what's been hidden — and the capacity to move toward your highest potential, your organisation's highest potential, and the future that is ready to emerge.

The Three Phases of Unlocking Potential

HONOUR

Acknowledge the origins, founding principles, and all those who have contributed to bringing the system to its current state.

HONEST

Bring into awareness the visible and invisible patterns influencing the system while exploring its current health, vitality, and performance.

HOPE

Release limiting patterns at their roots and create the conditions for renewed energy, innovation, and movement



What We Have Learned

Several practices consistently support successful leadership transitions:

1. Create space to understand the organization as a complex living system, including its history, culture, stakeholders, and hidden dynamics.
2. Give as much attention to healthy endings as to new beginnings.
3. Allow realistic timeframes and avoid quick-fix approaches that create unsustainable change.
4. Establish a clear, intentional, and consistent transition process.
5. Invest in relationships, trust-building, and cultural understanding during the earliest stages of transition.

Why This Matters

Senior leadership transitions are not administrative events; they are systemic inflection points. New leaders do not simply enter roles – they enter living systems with established histories, loyalties, expectations, and interdependencies.

When organizations intentionally attend to the human, relational, and systemic dimensions of transition, they shorten time-to-impact, strengthen culture, increase engagement, and significantly improve the likelihood of retaining top leadership talent.

This retreat offers leaders, teams, and organizations a unique opportunity to slow down, step back, and see the larger system at work. Through systemic inquiry, reflection, dialogue, nature-based practices, horse-guided experiences, and experiential learning, participants will develop the awareness, insight, and capacity needed to navigate transitions with greater wisdom, resilience

Senior leadership transitions are among the most consequential systemic inflection points in an organization's life cycle.

New Leaders don't enter a blank slate. They step into living systems — with established histories, loyalties, patterns, and relationships that will either accelerate or quietly undermine their effectiveness.

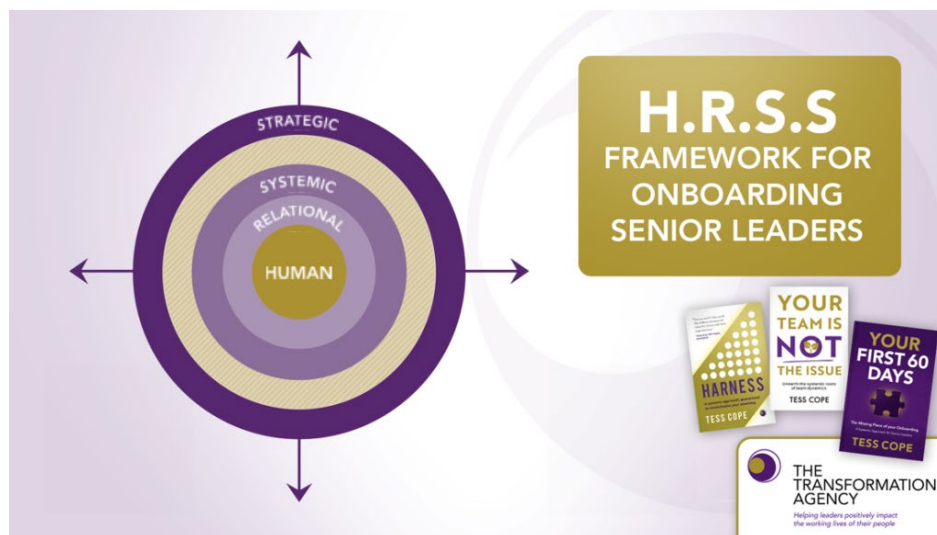
A systemic approach to the first 60 days provides a paradigm shift. By balancing the human, relational, and systemic dimensions of transition — and creating real space for cultural immersion, stakeholder connection, and dynamic learning — you can accelerate your integration and effectiveness.

Throughout our time together, we will journey into each of these dimensions – providing you the opportunity to explore your transition and set you up for the chapter that is awaiting you.

Whether you are stepping into a new leadership role or supporting leadership transitions, this retreat will help you see the larger system, honour what has come before, and prepare for what is coming next.

This is perfect timing for you if you, or the wider system you inhabit, are entering a phase of transition. You may be:

- Preparing for a significant step into new territory, personally or professionally
- Relishing the opportunity to step back, evaluate, and make informed choices about your leadership in this next chapter.



What you can expect

Together, we will enter a living and dynamic inquiry – paying attention to what is seeking our awareness, what is asking to be released, and what is longing to be born.

Walk beside horses, gather in community, and discover the dynamic presence that can help you meet the future with courage, confidence, compassion, and clarity.

Everyone will have the opportunity to experience the realm of constellation work – where we help bring the often invisible and deep rooted patterns to the surface for you to explore, discern and decide what serves you for the next chapter of your life and your leadership.

Arise. Arrive. Ascend. The journey is already calling.

Pricing:

\$2,500.00

Early bird pricing –\$2,220.00

To qualify for early bird pricing, \$400.00 deposit required by end of July

Price includes:

- Lunch and Dinner & refreshments
- Transportation from Lodging to retreat site
- 1:1 integration call (via zoom) post event
- Group call post event – fostering the community spirit & integration.

We suggest lodging at Punderson State Park Manor (a group of rooms are held for you)

If you'd like to talk this through – please contact us here:

Tess Cope: tess@thetransformationagency.com

Jackie Stevenson: jacalynstevenson@gmail.com

For registration email Jackie at [Jacalynstevenson@gmail.com](mailto:jacalynstevenson@gmail.com)

Meet Your Hosts:



Tess Cope



Tess Cope, Founder and Director of the Transformation Agency, established since 2010 to help leaders positively impact the working lives of their people – they work with senior leaders across the UK, US and Europe.

Through her systemic approach that gets to the root cause of issues, Tess works with Senior Leaders from a whole person and whole system perspective.

So whether you are a leader who needs to pause and delve deep within, OR figure out how you can shift your leadership to the next level, Tess will help you cut through the noise and get to the essence of what's needed. Her success speaks for itself – 91% of her coaching clients go on to exceed expectations in their roles OR progress to the next level.

Since setting up The Transformation Agency she has established herself as a Best Selling Author, Keynote Speaker, an Accredited Systemic Leadership Coach & Facilitator and Systemic Horse Coach. She leverages over 25 years' experience of Leadership Development experience across a wide range of sectors and is passionate about setting leaders up for success – grounded in the knowledge that when they are operating at their best – the rest of the system thrives.

Her third book, *Your First 60 Days*, is due to be published 3rd September 2026.

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Jackie Stevenson



Jackie Stevenson is the founder and CEO of Spirit of Leadership LLC providing coaching, leadership and team building training and seminars for corporations and not- for-profit organizations. She specializes in unique coaching sessions and leadership and team building retreats through experiential learning with horses and nature.

Jackie teaches at Case Western Reserve University Weatherhead School of Management Executive Development Program and the Gestalt Institute of Cleveland. She is on the Weatherhead School of Management coaching staff and is a Board-Certified Coach (BCC) and LISW.

Jackie is author of the book "Someday We'll Live Like Horses: Authentic Presence in Leadership and Life"

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