

Vision + Impact Leadership Program

JUNE 2025 – JUNE 2026



CULTURAL
CONNECTIONS
by design™

Program Overview

Welcome to the **Vision + Impact Leadership Program**—a transformative **12-month experience** designed for forward-thinking leaders ready to amplify their leadership, refine their strategic vision, and create meaningful change within their organizations.

Unlike traditional leadership programs, **Vision + Impact** goes beyond skill-building. It integrates self-care, strategic alignment, and ongoing support to ensure leaders not only grow but sustain their impact over time.

This immersive journey is structured into three powerful phases:

◆ **Phase 1: Vision + Impact Foundations & Strategy** *(June 2025)*

Lay the groundwork for success with pre-planning, strategic visioning, and goal setting.

◆ **Phase 2: Immersive Leadership Retreat in San Pedro, Belize** *(July 2025)*

Join an exclusive 5-day, 4-night luxury retreat designed for deep reflection, high-impact collaboration, and strategic transformation.

◆ **Phase 3: Leadership in Action: Cohort & Coaching Experience** *(August 2025 – June 2026)*

Sustain momentum with a year-long leadership development experience featuring ongoing coaching, strategic implementation support, and access to an exclusive leadership network.

Your journey includes a transformational retreat in breathtaking San Pedro, Belize, where you'll gain clarity, tools, and frameworks to strengthen your leadership and prepare for the challenges ahead. But the impact doesn't stop there—this retreat serves as a launchpad for a year of growth, learning, and action.

Join a select group of leaders and embark on a leadership experience designed to equip you with the confidence, strategy, and connections to lead with vision and impact.

Are you ready to step into your next level of leadership? Your journey starts here.

"Stepping away from the daily grind and immersing myself in a space designed for deep leadership growth was exactly what I needed. The combination of structured learning, luxury, and networking was unlike anything I've experienced before."

— A. Reynolds, Non-Profit Executive

What You'll Learn & Experience

In this leadership program, you'll engage in a high-impact leadership curriculum designed to help you:

PHASE 1: FOUNDATION & STRATEGY

360 Assessment

Identify Key Leadership Challenge

Clarify & Align Leadership Vision

PHASE 2: RETREAT (SAN PEDRO, BELIZE)

Develop Strategic Framework

Develop Change Project Road Map

Expand Leadership Network

PHASE 3: COHORT & COACHING

Weekly Coaching Sessions

Ongoing Professional Development

Quarterly Virtual Strategy & Planning Retreats

PROGRAM TIMELINE

March 2025 - APRIL 2025 - APPLY & REGISTER

Apply and register now for the Vision + Impact Executive Leadership Program—a transformative journey designed to empower you to drive change and create lasting organizational impact—with applications carefully reviewed by a selection committee of distinguished national leaders. Application deadline is April 30, 2025.

PHASE 1: FOUNDATION & STRATEGY (June 2025)

Lay the foundation for success with pre-planning, strategic visioning, and goal setting.

360 Leadership Assessment & Strengths Profile

Gain deep insight into your leadership approach with a comprehensive pre-retreat assessment designed to elevate your self-awareness and strategic growth.

Exclusive Virtual Coaching Session

A **60-minute one-on-one strategy call** designed to refine your leadership vision, identify key growth areas, and set actionable goals to maximize your retreat experience.

Pre-Retreat Webinar Sessions

Join our Pre-Retreat Webinar Sessions to complete essential pre-work on your strategic plan before the conference. Connect with experts and peers to ensure you're fully ready to make the most of the retreat.

PHASE 2: IMMERSIVE LEADERSHIP RETREAT, SAN PEDRO, BELIZE

Gain clarity, tools, and frameworks to strengthen your leadership and prepare for the challenges ahead. But the impact doesn't stop there—this retreat serves as a launchpad for a year of growth, learning, and action.

Day 1: Arrival & Leadership Reset

- 3:00 PM – Check-in & Welcome Reception
- 4:30 PM – Opening Remarks & Retreat Overview
- 6:00 PM – Welcome Dinner & Networking
- 8:00 PM – Leadership Reflection & Intention Setting (*Defining Purpose & Goals*)
- 9:30 PM – Evening Wind Down & Personal Time

Day 2: Leadership Foundations & team Synergy

- 7:30 AM – Breakfast & Morning Reflection (*Personal Leadership Visioning Exercise*)
- 9:00 AM – Leadership Session: Strategic Decision-Making & Influence (*Decision-Making Under Pressure*)
- 11:00 AM – Small Group Breakout *Discussions (Strategic Leadership Models)*
- 12:30 PM – Lunch & Networking
- 2:00 PM – Excursion: Private Yacht Cruise & Team-Building Activity (*Building Synergy & Collaboration*)
- 6:00 PM – Leadership Roundtable Dinner Discussion (*Best Practices in Leading High-Impact Teams*)
- 8:00 PM – Reflection & End-of-Day Insights (*Key Takeaways & Lessons Learned*)

Day 3: Strategic Change & Implementation

- 7:30 AM – Breakfast & Guided Meditation (*Leading with Mindfulness & Clarity*)
- 9:00 AM – Leadership Session: Designing & Executing Organizational Change (*Creating a Culture of Innovation & Adaptability*)
- 11:00 AM – Case Study & Group Problem-Solving Lab (*Real-World Leadership Challenges & Solutions*)
- 12:30 PM – Lunch & Open Discussion (*Strategic Conversations with Peers*)
- 2:00 PM – Cultural Excursion: Immersive Leadership Experience (*Cross-Cultural Insights*)
- 5:30 PM – Wellness & Spa Experience (*Self-Care for Sustainable Leadership*)
- 7:00 PM – Sunset Beach Networking Dinner (Building Meaningful Leadership Connections)
- 9:00 PM – Leadership Coaching & Reflection Exercise (*Aligning Leadership Vision with Action*)

Day 4: High-Performance Leadership & Resilience

- 7:30 AM – Breakfast & Mindfulness Exercise (*Leading with Emotional Intelligence & Resilience*)
- 9:00 AM – Leadership Session: Leading with Resilience & Emotional Intelligence (*Navigating Uncertainty & Complexity as a Leader*)
- 11:00 AM – Small Group Coaching & Strategic Planning (*Developing a Leadership Impact Plan*)
- 12:30 PM – Lunch & Networking
- 2:00 PM – Adventure Excursion: Snorkeling & Kayaking (*Leadership in Action – Trust & Adaptability in Teams*)
- 6:00 PM – Final Night Dinner & Leadership Awards (*Celebrating Growth & Leadership Impact*)
- 8:00 PM – Fireside Chat & Closing Reflections (*Commitment to Leadership Transformation*)

Day 5: Integration & Departure

- 6:30 AM – Early Breakfast & Reflection Walk (*Personal Leadership Commitments & Next Steps*)
- 7:30 AM – Leadership Commitment & Next Steps Discussion (*Translating Insights into Organizational Impact*)
- 9:00 AM – Closing Ceremony & Departure Preparations (*Final Thoughts & Acknowledgments*)
- 10:00 AM – Check-Out & Airport Transfers Begin

PHASE 3: LEADERSHIP IN ACTION: COHORT & COACHING EXPERIENCE (AUGUST 2025 – JUNE 2026)

This structured cohort experience will guide academic leaders through a year-long leadership journey, combining strategic visioning, organizational change management, and leadership coaching. Participants will engage in monthly group coaching, professional development sessions, and quarterly strategy retreats, all while developing and implementing a strategic change project to drive transformation in their institution.

Weekly Live Group Coaching

Join our weekly group coaching sessions to share progress, exchange insights, and refine your strategic plan with the support of like-minded peers.

Monthly Live Professional Development Sessions

Engage in monthly expert-led training sessions covering topics such as executive presence, leadership innovation, and organizational change management.

Quarterly Virtual Strategy Retreats

Engage in quarterly virtual retreats that offer intensive, half-day strategy sessions to refine your vision, align your goals, and accelerate your strategic impact.

Exclusive Private Coaching Call

Enjoy a dedicated one-on-one coaching call focused on addressing your unique challenges and tailoring actionable strategies for your continued leadership success.

Full Access to The Leadership Exchange Portal

Unlock comprehensive, ongoing access to our exclusive leadership portal, featuring curated resources, interactive tools, and a vibrant community to support your professional journey.

Quarter 1: Foundations of Visionary Leadership

Focus: Defining Leadership Vision & Aligning with Institutional Goals

- **Month 1: Clarifying Your Leadership Vision**
 - Group Coaching: *Leading with Purpose & Strategic Clarity*
 - Professional Development: *Developing a Leadership Philosophy that Drives Change*
 - Change Project Milestone: *Identify a problem statement and initial project scope.*
- **Month 2: Understanding Institutional Dynamics**
 - Group Coaching: *Navigating Organizational Culture & Power Structures*
 - Professional Development: *Stakeholder Mapping & Strategic Engagement*

- Change Project Milestone: *Conduct a stakeholder analysis and identify allies & barriers.*
- **Month 3: Strategic Thinking & Decision-Making**
 - Group Coaching: *Shaping Institutional Change through Strategic Thinking*
 - Professional Development: *Decision-Making Models for Effective Leadership*
 - Change Project Milestone: *Develop a preliminary strategy for project implementation.*
 - **Q1 Virtual Strategy Retreat (Theme: Vision & Alignment)**

Quarter 2: Leading & Influencing Organizational Change

Focus: Execution & Stakeholder Engagement

- **Month 4: Leading Through Influence & Negotiation**
 - Group Coaching: *Influence without Authority: Leveraging Leadership Presence*
 - Professional Development: *The Art of Negotiation in Academic Leadership*
 - Change Project Milestone: *Draft a stakeholder engagement plan.*
- **Month 5: Effective Communication for Change Leadership**
 - Group Coaching: *Crafting & Communicating a Compelling Vision*
 - Professional Development: *Handling Resistance & Managing Conflict*
 - Change Project Milestone: *Develop a communication strategy for key stakeholders.*
- **Month 6: Driving Institutional Change with Data & Metrics**
 - Group Coaching: *Using Data to Drive Institutional Decision-Making*
 - Professional Development: *Assessing & Measuring Organizational Impact*
 - Change Project Milestone: *Establish key success metrics for project outcomes.*
 - **Q2 Virtual Strategy Retreat (Theme: Execution & Influence)**

Quarter 3: Sustainability & Adaptability in Leadership

Focus: Embedding Change in Institutional Culture

- **Month 7: Building Sustainable Systems & Policies**
 - Group Coaching: *Shifting from Short-Term Change to Long-Term Impact*
 - Professional Development: *Creating Institutional Policies that Support Change*
 - Change Project Milestone: *Develop an implementation & sustainability plan.*
- **Month 8: Adaptive Leadership & Crisis Management**
 - Group Coaching: *Navigating Change When the Unexpected Happens*
 - Professional Development: *Leading Through Crisis & Organizational Shifts*

- Change Project Milestone: *Identify potential challenges & contingency plans.*
- **Month 9: Cultivating Leadership in Others**
 - Group Coaching: *Mentorship & Leadership Development in Your Institution*
 - Professional Development: *Building Leadership Pipelines for Institutional Growth*
 - Change Project Milestone: *Develop a scalability & replication strategy*
 - **Q3 Virtual Strategy Retreat (Theme: Sustainability & Adaptability)**

Quarter 4: Measuring Impact & Creating Lasting Change

Focus: Institutional Legacy & Leadership Impact

- **Month 10: Evaluating the Impact of Your Leadership & Change Project**
 - Group Coaching: *Reflection, Feedback, & Lessons Learned*
 - Professional Development: *Developing a Culture of Continuous Improvement*
 - Change Project Milestone: *Conduct initial assessment & evaluation.*
- **Month 11: Scaling & Expanding Institutional Change**
 - Group Coaching: *How to Scale Change & Institutionalize Progress*
 - Professional Development: *Sustaining Progress Beyond Your Leadership*
 - Change Project Milestone: *Develop a long-term action plan.*
- **Month 12: Leadership Legacy & Future Vision**
 - Group Coaching: *What's Next? Continuing the Work Beyond the Program*
 - Professional Development: *Positioning Yourself for Greater Leadership Influence*
 - Change Project Milestone: *Present final change project reflections & outcomes.*
 - **Q4 Virtual Strategy Retreat (Theme: Impact & Legacy)**

PROGRAM COST

Total Cost: Pay \$9,500 for the 12-month program (equivalent to \$790/month). Flexible payment plan and early bird special available.

PAYMENT PROCESSING OPTIONS

We offer flexible payment solutions to accommodate university budgeting and approval processes. Institutions may choose from the following options:

- Credit Card
- ACH transfer
- Check
- Purchase Order (Payments must be completed by final due date)

REGISTRATION & CONTRACT INFORMATION

Click here to register: <https://ccbydesign.org/vision-impact-leadership-program/>

FREQUENTLY ASKED QUESTIONS (FAQ)

1. What is the Vision + Impact Leadership Program?

The **Vision + Impact Leadership Program** is a comprehensive 12-month journey designed to equip leaders with the skills, strategies, and ongoing support needed to create lasting impact. This immersive experience begins with an exclusive 5-day kickoff retreat in San Pedro, Belize, where leaders will engage in high-impact development, strategic planning, and executive coaching in a luxury setting. The program continues with ongoing coaching, leadership development, and peer collaboration to ensure sustained transformational growth.

2. How do I participate in the Vision + Impact Leadership Program?

Start your leadership journey by applying. **Applications for the June 2025 – June 2026 cohort are due by March 15, 2025.** Each submission will be carefully reviewed by a panel of academic leaders.

3. How much does the leadership program cost?

The 12-month **Vision + Impact Leadership Program** is a strategic investment of \$9,500, designed to equip you with the confidence, strategy, and connections to lead with vision and impact. This equates to an investment of \$790 per month.

Early Bird Special: *Pay in full by May 15, 2025*, and receive the **4P's Organizational Assessment**, a comprehensive analysis of your institution's culture, leadership effectiveness, and operational alignment using the 4P's Framework (People, Place, Process, and Power).

Flexible Payment Options: \$3,500 per installment.

Deposit (April 1, 2025): \$3,500 (Secures Your Spot)

Payment 2 (May 15, 2025): \$3,500

Final Payment (June 15, 2025): \$3,000

Invest in your leadership journey today and drive meaningful, lasting change in your organization.

4. **What's Vision + Impact Leadership Program include?**

Participants will gain access to a comprehensive leadership experience that includes:

- Pre-Retreat Activities – Virtual coaching and preparation resources to set leadership goals and maximize the retreat experience.
- Luxury 5-Day Kick-off Retreat – All expensive paid exclusive beachfront accommodations, all-inclusive gourmet meals, curated excursions, and rejuvenating wellness experiences.
- 12-Month Leadership Cohort – Ongoing executive coaching, peer networking, and strategic implementation support for sustained leadership success.

5. **What is NOT included in program costs?**

- ⊘ Airfare to/from San Pedro, Belize
- ⊘ Personal expenses outside the retreat package

6. **Can I bring a guest?**

This exclusive retreat is designed for leadership professionals to disconnect from daily distractions, gain clarity, and fully immerse in a transformative experience—which is why attendance is reserved for leaders. However, if you'd like to extend your stay and have a guest join you before or after the retreat, we're happy to assist with arrangements. Simply let us know, and we'll support you in making it happen.

7. **How do I secure my spot?**

Your spot is secured upon receipt of the deposit. With only **five leaders per cohort**, space is highly limited—early registration is strongly encouraged.

8. **Are refunds available?**

Due to the exclusive nature and significant upfront costs required to host the retreat as part of this leadership program, refunds will be available until **May 15, 2025**. After this date, no refunds will be issued; however, you may transfer your membership to another individual.

What Past Leaders Are Saying...

"This retreat was a game-changer for my leadership. The clarity, the connections, and the transformation I experienced helped me take my organization to the next level."

— Dr. M. Johnson, University Dean

OVERVIEW OF EVERYTHING YOU'LL RECEIVE:

PHASE 1: FOUNDATION & STRATEGY (JUNE 2025)

360 Leadership Assessment & Strengths Profile

Gain deep insight into your leadership approach with a comprehensive pre-retreat assessment designed to elevate your self-awareness and strategic growth.

Exclusive Virtual Coaching Session

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PHASE 2: IMMERSIVE LEADERSHIP RETREAT, SAN PEDRO, BELIZE

Luxury Accommodations – Stay in an exclusive beachfront villa featuring private rooms and world-class amenities, ensuring a serene and rejuvenating retreat experience.

All-Inclusive Meals & Private Chef – Enjoy healthy, gourmet cuisine prepared by a private chef, with menus tailored to accommodate your dietary needs.

Exclusive Excursions & Team-Building Experiences – Strengthen connections through yacht tours, snorkeling, cultural excursions, and adventure activities, all designed to foster collaboration and leadership synergy.

Wellness & Spa Experiences – Engage in curated wellness sessions and spa treatments that promote balance, renewal, and resilience, helping you recharge as a leader.

Leadership Curriculum & Development – Engage in a comprehensive leadership curriculum designed to enhance strategic thinking, decision-making, and personal growth, equipping you with actionable tools for lasting impact.

High-Level Networking & Peer Connections – Build meaningful relationships **with a** curated group of leadership professionals, fostering collaboration, idea-sharing, and long-term connections beyond the retreat.

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