

The Impact Leadership Retreat

In partnership with the
Blackmore Family Foundation

EVOLVE

25 – 27 October 2026

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The Impact Leadership Retreat Series

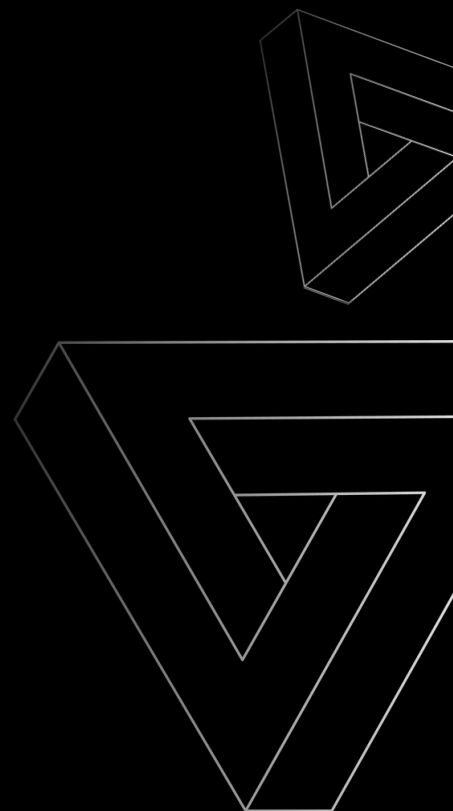
In partnership with the
Blackmore Family Foundation

This invitation-only retreat series represents an opportunity to connect Australia's leading executives and entrepreneurs. We aspire to create a community of leaders who are making a difference today and equip them to make a bigger difference tomorrow.

The series revolves around three key themes over three years:

EVOLVE, **IGNITE** and **ELEVATE**.

Delegates will engage in learning, networking, and reflecting through an immersive program, guided by Professor Andrew White and his team, on how to evolve and leave a legacy of leadership with impact.



GET READY TO RE-IMAGINE LEADERSHIP

**Where visionary leaders go to reinvent,
reimagine, and lead the future**

In a world of accelerating change, the role of the CEOs and leaders has never been more critical or more complex. Financial systems are under pressure, environmental limits are pressing, and AI is reshaping the very foundations of industry. The old models of leadership are no longer enough.

This retreat is a space where bold minds gather not just to reflect, but to reimagine. To challenge assumptions, ignite new thinking, and forge the kind of leadership that defines legacies.

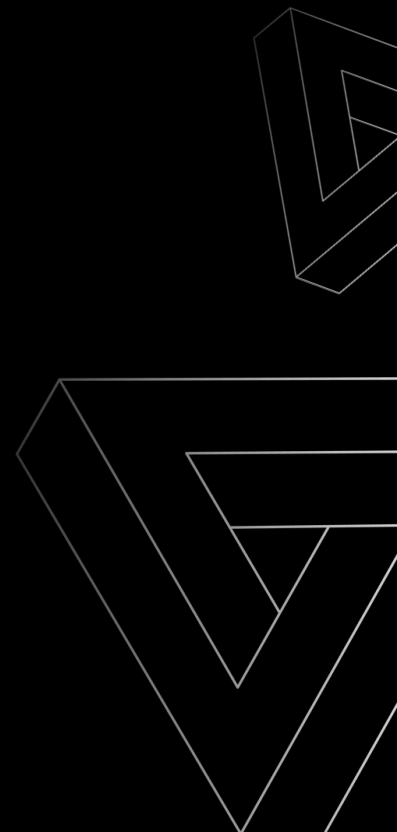
You will be part of an intimate, invitation-only gathering of exceptional leaders from diverse industries and communities, all deeply committed to making business a force for good.

Over these immersive days, you will step away from daily demands, and guided by Professor Andrew White and his team, learn, network and reflect on how to evolve and leave a legacy of leadership with impact.

**How do we build organisations that are both
purpose-driven and profitable in a rapidly
shifting world?**

**How can we, as leaders, balance people, planet
and profit while navigating constant
disruption?**

**What personal practices can help us stay
resilient, rooted and effective in the face of
radical change?**





TOGETHER WE WILL

- Deepen self-awareness and emotional agility
- Find balance in your self, your organisation and the system you operate in
- Learn to “see the system” and sense turning points
- Activate personal and organisational purpose
- Build readiness for transformation stewardship

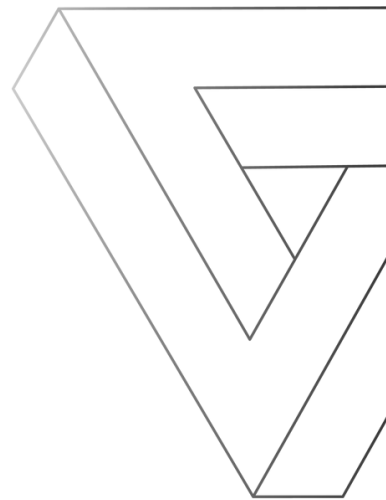
We believe that in this gathering of peers and proven leaders, you'll unlock new dimensions of thinking, deepen your sense of purpose, and gain transformative insights. Surrounded by those who share your drive and vision, you'll discover powerful tools and fresh perspectives that spark real change—for yourself, your organisation, and the world around you.

“Big organisations and business leaders need to take the world into the unknown and they are facing massive new challenges such as talent sourcing, new technology, and climate change, so it’s critical to disconnect from the work, and **make time to see the bigger picture.”**

—Professor Andrew White

“Such an **astonishing curriculum—thank you all so much for the gift of this work. I’m still processing the shift it has brought in me—I can’t wait to see where I can take this .”**

—Jacqui Kernot, Vice President, Thales Cyber Security Services



WHAT YOU WILL GAIN

Cultivate a wisdom approach to leadership

- Develop a deeper sense of presence, self-awareness, resilience, and clarity to make good long-term decisions with conviction.

Understand strategies that transform, not just adapt

- Identify the business models, mindsets, and policies that enable exponential impact.

Root your energy and purpose

- Develop personal practices that will help you stay grounded, connected to the earth, and deeply energised in ways that support your sense of purpose and commitment to make a difference.

Unblock what's holding you back

- Identify and explore the personal shadows, beliefs, behaviours, and systems that limit your capacity to thrive and be.

Commit to your path

- Leave with the tools and insights you came for: the outcomes that will transform your business and your life.

“I am grateful to take time to **Learn Connect and Thrive. With the guide of world class facilitators, we utilised our environment and each other to focus on purpose & impact. Thank you to the Blackmore Family Foundation, to the wonderful Griffith Business School team, and to the amazing delegates for sharing experiences and heart’.”**

—Sheree Young, CEO, Bodyscience International





DAY ONE: OPENING THE FIELD

Arrival, grounding and awakening awareness

A soft landing into the retreat space—leaders are invited to slow down, connect, and shift from doing to being. The day introduces the transformational arc from ego-driven to purpose-led leadership and begins the journey of inner integration.

WHAT TO EXPECT

12 noon – 2pm

We encourage you to arrive for welcome lunch, take time to explore the venue and surrounding walking tracks or take swim in the pool.

2–2.50pm

Room check in is available from 2pm.

3–6pm

FACILITATOR

Andrew White, Blackmore Family Foundation Chair of Business Leadership

Our first day together is about shifting gears from the fast pace of daily demands into the slower rhythm of presence. After a gentle arrival and time to settle into the surroundings, we begin by opening the field of the summit — grounding ourselves in the land, in one another, and in the invitation to lead with greater depth.

You will be introduced to the transformational arc from Mountain One to Mountain Two leadership, exploring what it means to move beyond ego-driven patterns toward a more conscious, purpose-led way of leading. Alongside new connections and conversations, you'll hear personal stories from leaders who have crossed thresholds of their own.

The evening fire circle sets the tone for curiosity, candour and courage, inviting you to consider what brought you here and what you're ready to leave behind.

6–9pm

RECEPTION DINNER WITH THEMATIC CONVERSATION

FIRE CIRCLE: LEADERSHIP STORIES FROM THE EDGE

- Ronni Kahn AO, Founder & Visionary in Residence, OzHarvest



DAY TWO: THE INNER TURNING POINT

Seeing systems and activating purpose

A deep dive into systemic leadership and inner awareness. Leaders explore their leadership context, sense emotional energy, engage in transformational simulations, and activate a clear personal purpose aligned with organisational impact. At the end of these two days you will reach a turning point—an initiation into the embodied art of leading from and with the whole system.

WHAT TO EXPECT

8–8.30am

MORNING GROUNDING

Delegates are invited to come together for meditation and movement to open the body's awareness.

8.30am – 6pm

FACILITATORS

Andrew White, Blackmore Family Foundation Chair of Business Leadership
Jennie McLaughlin, Founder, Purpose-led Transformation
Jerry Connor, Head of Strategy, Bridge Institute

We move deeper—from surface clarity into systemic awareness. Through immersive practices you'll begin to map the systems you lead within: the flows of energy in your organisation, the assumptions that shape your decisions, and the emotions that ripple through teams and stakeholders. You'll experience first-hand how leadership shifts when it moves from control to coherence, from fear to purpose.

Time in nature, reflective walks, and guided storytelling will help you recognise the moments that have shaped you, both shadow and light, and how they continue to inform your leadership. This is a day designed to stretch your imagination and your heart, offering a turning point where purpose is activated not as an idea, but as a felt sense of who you are and how you lead.

6.30pm

DINNER

DAY THREE: COMMITMENT TO THE CLIMB

Integration and forward motion

The summit closes with vision, clarity, and personal commitment. Leaders build their evolution map, connect shared insights, and mark the beginning of the long arc ahead—stepping into the next phase with intention and support.

WHAT TO EXPECT

8–8.30am

MORNING GROUNDING

Delegates are invited to come together for meditation and movement to open the body's awareness.

8.30am – 2pm

FACILITATORS

Andrew White, Blackmore Family Foundation Chair of
Business Leadership
Jennie McLaughlin, Founder, Purpose-led Transformation

Our final day draws the threads together into clarity and commitment. We begin by revisiting the Mountain One to Mountain Two frame, noticing what has shifted in you since arrival. You'll then map your own evolution as a leader, creating a personal one-year commitment that links inner purpose with outer impact.

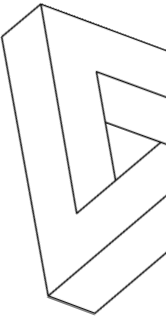
Together, we explore the thresholds our organisations face — what must be let go, what must be embraced, and what bold moves are required to lead across into new possibility. In circle, you will craft and speak a commitment statement, witnessed by peers who are walking a similar path. The summit closes not with a conclusion, but with a sense of beginning: a living pledge to the climb ahead, and the support of a community that will walk alongside you.



PRE-RETREAT CONNECTION

To ensure that you get the maximum benefit from the retreat and arrive fully prepared to immerse in the program, Andrew will host two online sessions. These sessions will offer an opportunity to set the context for the summit and foster early connections among delegates. To accommodate varying schedules, one of the sessions will be recorded and made available to those unable to attend live.

Dates and times to be shared via email.



RESEARCH IMPACT

Partner with us to develop Australian leadership case studies: Real-world stories of growth and success

Our shared aim is to transform the way executive leadership education is delivered in Australia and secure an enhanced approach to the scholarship and practice of business leadership.

Transformative leadership case studies from leaders in our region are crucial for learning from real-world examples of how leaders navigate challenges, inspire teams, and drive organisational success.

Chair of Business Leadership Andrew White and Professors Ruth McPhail, Dean (Engagement) and Paula Brough, Director of the Centre for Work, Organisation and Wellbeing will be leading the development of these case studies.

FACILITATORS



Dr Andrew White

Blackmore Family Foundation
Chair of Business Leadership

Andrew is the Founding Chair of Business Leadership at Griffith Business School. He was previously a Senior Fellow in Management Practice at Saïd Business School, University of Oxford, where he directed the Advanced Management and Leadership Programme, and led research into leadership and transformation.

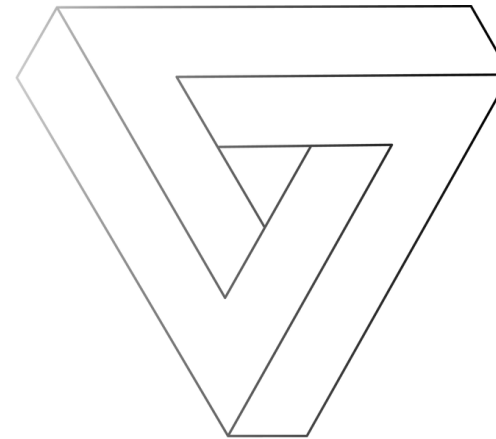
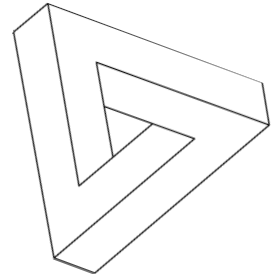
He also has experience with his own start up journey as a CEO and is the founder of Transcend.Space. Andrew is also an accredited Professional Executive Coach and a certified meditation teacher. As the Chair of Business Leadership he is building a purpose driven agenda to transform leaders through executive education and research in the Southern Hemisphere.



Jennie McLaughlin

Founder
Purpose-led Transformation

Jennie McLaughlin is founder and chief purpose officer of Purpose Led Transformation, a consultancy focused on helping organisations achieve growth sustainably through purpose activation, and a partner at Transcend.Space. She was previously a partner at EY for five years, working as a strategic advisor to boards and CEOs across Oceania. Through her hands-on experience helping over 150 organisations across the world, she is a recognised global authority on Purpose-led growth strategy and execution. Today she helps both corporates and social entrepreneurs to become sustainably impactful through bringing their Purpose to life. Jen holds a degree in Applied Mathematics and is a certified CX Professionals (CCXP).



GUEST SPEAKER

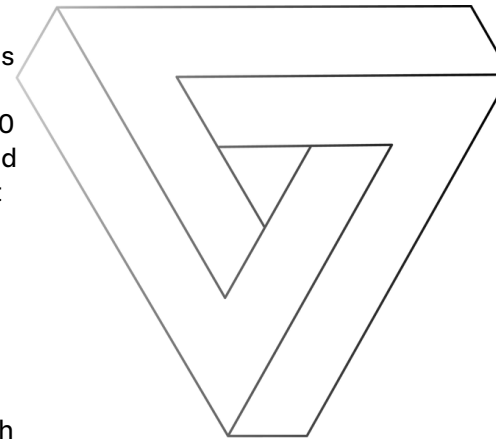
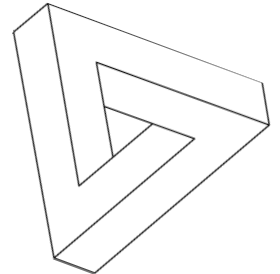


Jerry Connor

Head of Strategy
Bridge Institute

Jerry is a founder of Bridge, the global leadership and change business, that inspired and shaped the Bridge Institute. He also built the world's first scalable coaching business and was Global Head of Leadership at the 'strategy into action' consultancy, BTS. Jerry has specialised in the fields of change management, systems change, and leadership development for over 26 years and has experience across the private, public, and not-for-profit sectors. Jerry has published two books. His most recent book *The Four Greatest Coaching Conversations* was rated by Forbes as one of the books that will most improve one's performance in 2020 and formed the basis of his 2019 HBR article. Jerry is a keen entrepreneur and has founded three other organisations in fields that range from development work in Africa to empowering the young.

The Bridge Institute is a not-for-profit built to leverage a unique set of research and thinking around systems change and how to solve the world's biggest problems. The Bridge Institute has had some remarkable success using this approach, to tackle systemic challenges that include Carbon Dioxide Removal in the UAE, Health in the Philippines, peacebuilding in South Asia and combatting knife crime and gang violence the United Kingdom.



REAL STORIES

Fire circle - Day one

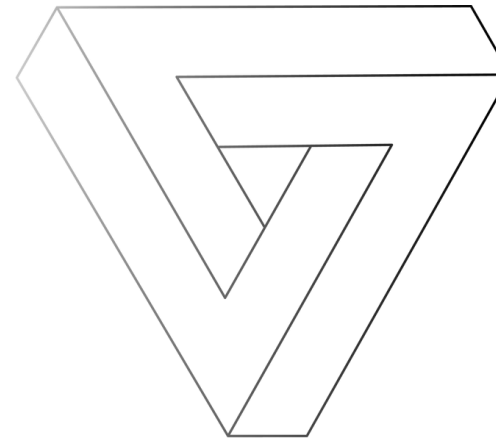
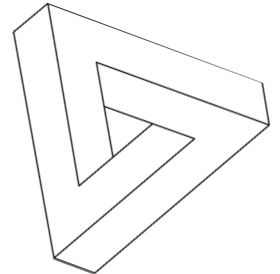


Ronni Kahn AO

Founder & Visionary in Residence
OzHarvest

Ronni Kahn AO is a social entrepreneur and founder of Australia's leading food rescue charity, OzHarvest. Ronni is a passionate advocate and activist renowned for disrupting the food waste landscape in Australia. She leads with purpose and conviction in the spaces of food security and sustainability while also appearing regularly in national media.

Her mission to fight food waste and feed hungry people is supported by some of the world's finest chefs. Ronni is an Officer of the Order of Australia (AO) and was named Australian Local Hero of the Year. Her journey is the subject of feature film, Food Fighter directed by Dan Goldberg. In 2020 she co-authored her biography; A Repurposed Life, which was nominated for an ABIA award for Biography Book of the Year.

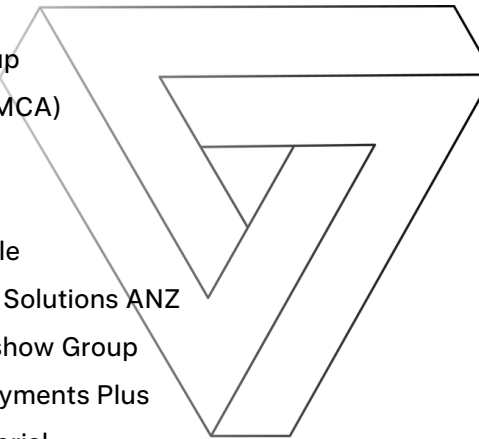
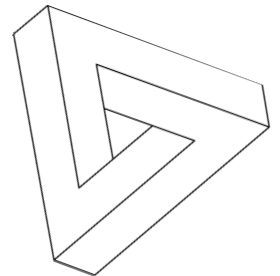


COMMUNITY

Join our community of leaders who attended the 2025 Impact Leadership Retreat

2025 DELEGATES

Simon Benjamin	Managing Partner Melbourne	Synergy Group
Jacqui Bridge	Executive General Manager Network Investment	Powerlink Queensland
Paula Brough	Professor	Griffith Business School
Caitlin Byrne	Pro Vice Chancellor (Business)	Griffith Business School
Steve Chapman	Chairman	Baron Partners Limited
Carolyn Evans	Vice Chancellor and President	Griffith University
Audette Exel AO	Founder and Chair	Adara Group
Kate Hillman	Managing Partner Brisbane	Synergy Group
Greg Jennings	Chief Operating Officer	Y Victoria (YMCA)
Steve Jurkovich	Chief Executive Officer	Kiwibank
Mannu Kala	Co-Founder	KnG Group
John Karagounis	Chief Executive Officer	The CEO Circle
Jacqui Kernot	Vice President Cybersecurity Services	Thales Cyber Solutions ANZ
Clark Kirby	Chief Executive Officer	Village Roadshow Group
Lynn Kraus AM	Chief Executive Officer	Australian Payments Plus
Tash Menon-Verheul	Principal	Menon Curatorial
Ruth McPhail	Professor	Griffith Business School
Lee Miezis	Chief Executive Officer	Parks Victoria
Baseel Mohamed	Chief Financial Officer	Tonkin
Caroline Mulcahy	Chief Executive Officer	Sexual Health Victoria
Greg Pierce	Executive Principal	Brisbane State High School
Stephanie Schleimer	Professor	Griffith Business School
Brooke Taylor	Chief Executive Officer	TMRW
Mark Tomasz	Chief Executive Officer	Keystart
Marcus Ward	Vice President Advancement	Griffith University
Sheree Young	Chief Executive Officer	Bodyscience International Pty Ltd





LOGISTICS

Spicers Hidden Vale

Download the
factsheet



At Spicers Hidden Vale nature and luxury coexist in harmony, offering elegant accommodation within a historic Brisbane homestead surrounded by breathtaking landscapes. Dining embraces the surroundings and celebrated paddock to plate concept. Hidden Vale's market garden supplies fresh vegetables, herbs and fruits while connections with local farmers ensures the freshest of sourced produce.

spicersretreats.com/retreats/spicers-hidden-vale

GETTING THERE

Spicers Hidden Vale is 93km (approximately 1 hour 20 mins) from Brisbane Airport or 60 km (approximately 1 hour 15 mins) from Toowoomba Wellcamp Airport.

617 Grandchester Mount Mort Rd
Grandchester Queensland 4340

Car hire

All major car hire companies can be found at both the Domestic and International terminals of Brisbane Airport.
bne.com.au/passenger/to-and-from/car-hire-brisbane

There is plenty of onsite parking at Spicers Hidden Vale (undercover not available).

Transfers

Oscott transport
ozscott.com.au

SUGGESTED ARRIVAL

If your schedule will allow, we recommend that you to arrive at Spicers for the welcome lunch from 12 noon. This will allow you to get to know your summit delegates and become familiar with the venue before we kick off the summit at 3pm. Room check in is from 2pm.

DRESS

We encourage you to dress for comfort in casual attire during the summit. You may also like to bring walking shoes and swimmers to make the most of the facilities at Spicers during your stay.



Blackmore Business Leadership partnership

Griffith Business School, with the support of the Blackmore Family Foundation, have joined forces to ignite a conversation to build purpose-driven, people-centred, responsible leadership. To achieve this, together with the Blackmore Family Foundation Chair of Business Leadership, we will deliver world-class executive education in business leadership and drive a contemporary research agenda—one that learns from and builds upon Australia's own leadership legacy.

“The retreat will promote values-based culture which is one of the critical conditions for enduring leadership and should be embedded into the day-to-day function of leadership practice.”

—Marcus Blackmore AM

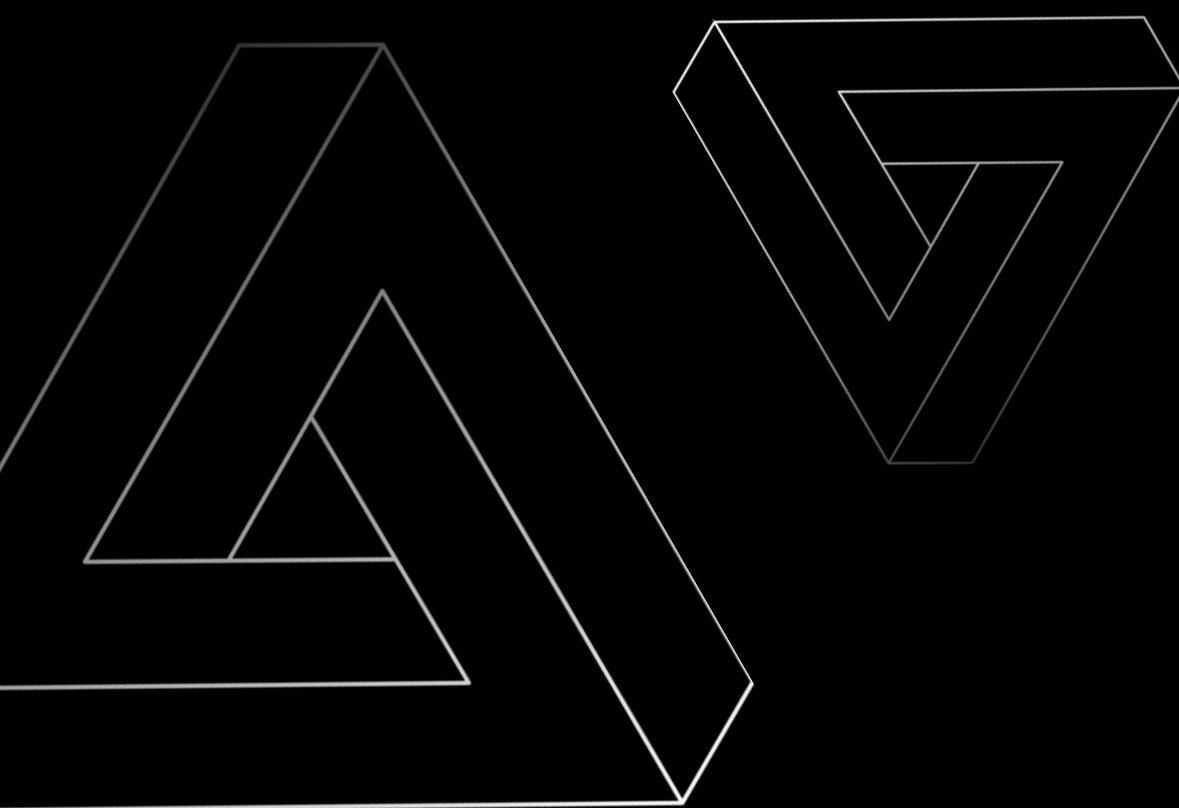


Find out more about
the partnership



GRIFFITH
UNIVERSITY

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BUSINESS
SCHOOL



CONTACT

Join an amazing community of leaders

We invite you to connect with us for more information on how to join our next retreat.

Please register your interest at gbg-impact@griffith.edu.au

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