




Tight 5 – 2025 / 2026

CEO & Executive Leadership Programme



**Personal & professional
growth is slow when
you try and go it alone.
Join a diverse group of
peers for a highly
focused and relevant
learning adventure.**

Benefits of belonging to the 'Tight 5'



- Be part of a team of CEO peers, all selected to bring diversity and learning edge to the group
- Get clear on your career pathway and extended networks
- Generate insights to achieve 'next level' organisational impact
- Learn with the best; academic faculty from the world stage, pro facilitators, exciting guests and personal support
- Apply modern academic content and ancient wisdoms to discover new possibilities in your organisation and team
- Reinvent partnerships with the board and key stakeholders
- Achieve meaningful social contribution as a team
- Deepen your practice as a human centred designer of cultural change
- Co-design curriculum with Tight 5 for highly relevant learning investment

Proposed curriculum will be tailored to suit the needs of the Tight 5

C u r r i c u l u m

Influencing Self

- Learning to learn
- Being curious about biases
- Building creative confidence
- Refining the subtle art of state shifting
- Discovering grit, acuity & emergence
- Being real about self care
- Dilemma management shared
- Connecting with purpose, presence and impact with diverse audiences
- Navigating career moves
- Finding confidence in ambiguity
- Paving the way as a 'new breed' CEO

Influencing Systems (organisation and community)

- Generating organisational adaptivity for market and community success
- Building a creative approach to partnering, sponsorship and collaboration
- Culture and performance; pulling both levers simultaneously with your team and beyond
- Bringing change to board room dynamics
- Navigating high performance dichotomies & facilitating constructive dissent
- 'Playing' with systems and ecosystems, spotting and synthesising patterns, knowing when and how to act
- Generating the blueprint for next level inclusion
- Human centred design for social justice and ESG excellence



A uniquely adaptive learning adventure

The experience looks like this:

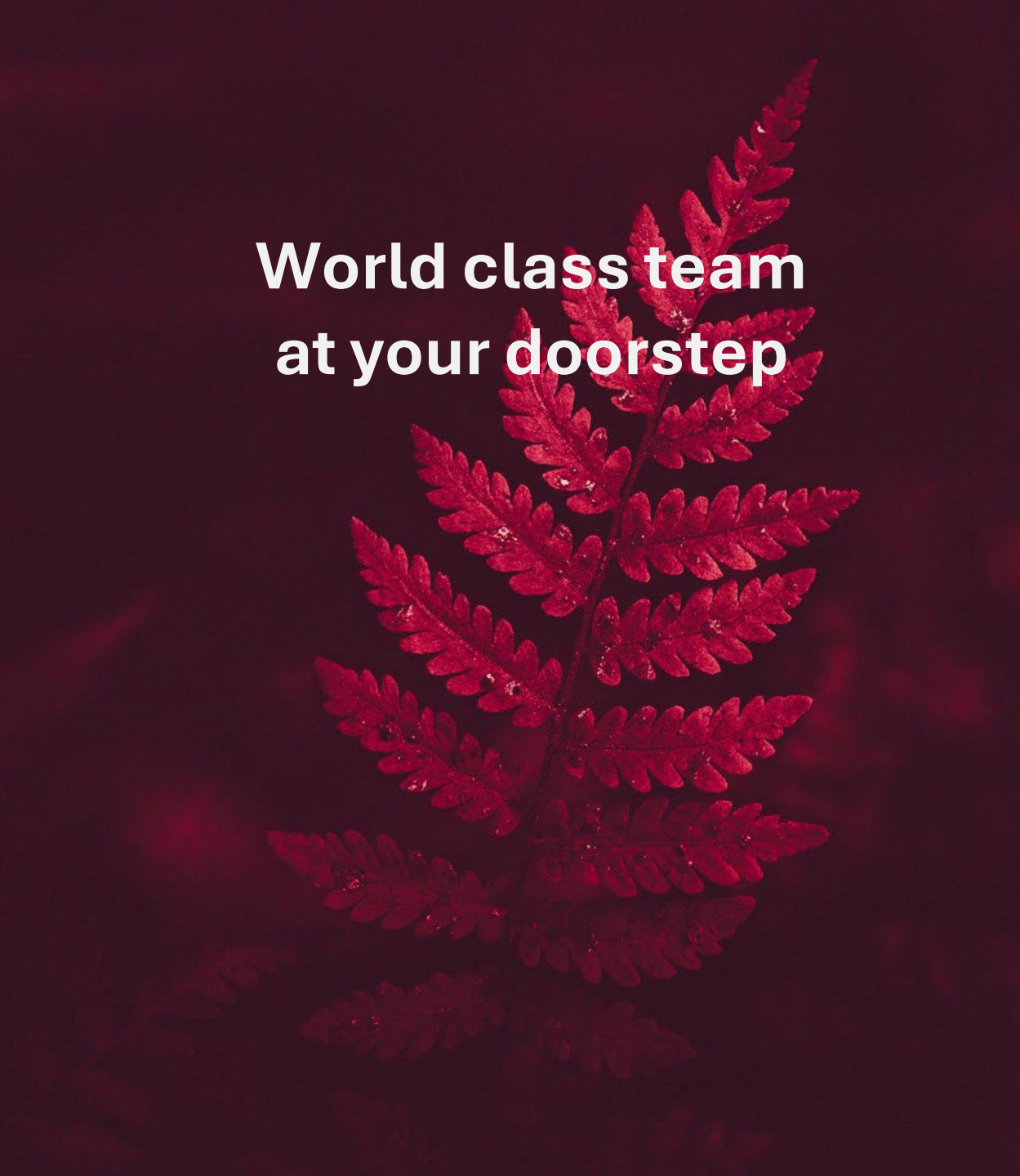


Structure and format:

- A 10-month programme of immersive learning
- Adaptive leader 360 survey & debrief
- Virtual orientation session to connect with each other and agree team learning outcomes
- Residential workshops (x4 – in Kerikeri, Piha and Auckland)
- Online labs on chosen content (3 x two-hour sessions)
- Unique characters to provoke your thinking and action. Most sessions include a special guest
- Individual check-in / coaching 3 x 1:1

Programme Investment:

- \$28,000 + GST. Programme fee provide on request (includes tuition, materials, food and accommodation when required. Excludes flights and travel to venue).



World class team at your doorstep

Who you'll learn with:




Our core team includes:

Facilitators:

[Jo Nicol](#) & [Roz McCay](#)

Global Faculty:

- Justin Ferrell, Stanford d-School
- Dr Ceri Evans, Perform under pressure
- Professor Chellie Spiller, Next level Inclusion
- Unique guests will be invited to support learning. New breed board directors, startup entrepreneurs, Te Ao Māori leaders, provocateurs from interesting places.



2025 / 2026 Programme Date

Book your diary now



Getting started – August 2025

- Individual welcome and 360 survey launch
- 1:1 meeting: Learning outcomes defined with 360 debrief

Virtual Orientation – 12 September 2025 (9am – 12pm)

- To connect with each other and agree team learning outcomes

Fast Start Residential Workshop # 1 – October 2025

- Wednesday 22 October – Friday 25 October 2025 @ Piha

Online Learning Labs (9am – 11am)

- 14 November 2025 & 12 December 2025 & 23 January 2026

Residential Workshop # 2 - March 2026

- Wednesday 4 March – Friday 6 March 2026 @ The Shed Kerikeri

1:1 Check-Ins – November 2025, February 2026 & April 2026

- Time to be agreed to suit participant's schedule.

Residential Workshop # 3 – May 2026

- Thursday 7 May – Friday 8 May 2025 in Auckland

Final Day / Graduation @ - June 2026

- Thursday 11 June 2026 in Auckland



Join Tight 5!

Next steps



Contact details:

Please phone or email to register your interest as these programmes fill up quickly.

www.tirama.nz

Email info@tirama.nz or Jacqueline@tirama.nz to register your interest

Or call Roz or Jo to discuss any questions or points of clarification.

- Roz McCay 021 769 622
- Jo Nicol 021 224 9224

A close-up photograph of several red fern fronds against a dark, almost black background. The fronds are vibrant red and have a delicate, feathery texture. They are arranged in a way that creates a sense of depth and movement, with some fronds in sharp focus and others slightly blurred in the background.

Hei konā mai

Goodbye for now