



THE
FLOURISH
INITIATIVE

FEMME Q
Feminine Intelligence



Leading with Grace & Resilience[®]

A Transformational Leadership Retreat for Women

France – 6 days, September 27th – October 2nd 2022
Led by Karen Downes & Gaëlle Deschamps

Costa Rica – 7 days, November 12th – 19th 2022

This is a time like no other, where the decisions we make will create our future and define our legacy. The world is calling for a new kind of leadership.

Leading with Grace & Resilience is a programme for women business leaders, change makers, senior executives and social entrepreneurs, who are committed to bringing about societal and systemic change. This will involve leaving behind the dominant business models that have failed us and integrating the qualities of what we call the 'deep feminine' with the 'deep masculine' to create more humane corporate cultures and social enterprises that have a positive impact in the world. This whole-person, integral approach is transformational and will support you to bring about the changes you wish to see in your life, your organisation and in the wider world.



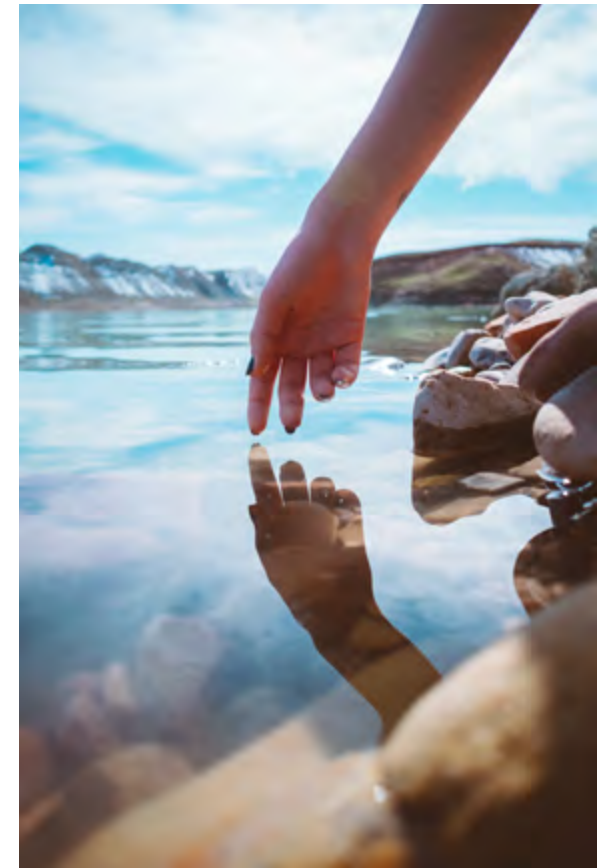
Creating a New Paradigm of Leadership

Women everywhere are speaking up, standing up and walking forward to take their place as leaders of the transformation that is needed. The feminine principle is being embodied, restoring sanity to the corridors of business and empowering changemakers of all ages. However, the old systems and the old ways of operating and leading are not serving this transformation. We can create a new paradigm that does by Leading with Grace and Resilience.

Grace is experienced when we are in flow; it is an energy that moves through every living system. It is available to us as a potent resource to call upon, tap into and utilise to bring about the personal, organisational and societal changes that are so needed in a world that many can no longer make sense of. Resilience requires fortitude; courage in the face of fear. True resilience is what enables us to keep going; a capacity needed to rise time and time again, even in the face of setbacks, to be agile and respond to constant change and to stay true to our values and purpose when the going gets tough.

This is our time

Whether starting a movement or pioneering a new initiative, this is the time for exemplary leaders who have a vision and a commitment to something greater than themselves. They are the ones that work on the radical mastery of their inner capacities; healing past traumas and betrayals, observing and moving beyond ego for the greater good, trusting innate wisdom, acting on intuition and applying rational thinking. It's time to renew, restore and rise to bring about the shift that is needed in all sectors of society by Leading with Grace and Resilience.



“This program is a personal journey for all women. It is a gift to self. It struck me that women of all ages deserve this time to connect, to reflect, to challenge and to discover the strength inside.”

-Social Entrepreneur, London





This programme is for those...

Courageous women who have been navigating their way through the challenges, disruption and uncertainty of the last two years, needing to recover, reflect on what's next and emerge renewed to carve out their future.

Developing their inner strength for greater impact in the world. They know inner work is key to bringing about systemic change, dissolving old patterns and outdated beliefs, seeing ourselves and the world with new eyes.

Ready to take a stand for what matters most to them. Needing to take time out to reimagine the future, breathe life back into their dreams and put plans in place to realise their audacious goals in service to a flourishing future.

Committed to being a catalyst for transformation in their community, organisation or enterprise by letting go of the old conditioning, expanding their capacity to influence and initiate change, amplify their voice and take action.

Women who know collaboration is essential if we are to go beyond ordinary to the extraordinary, amplifying the effort of all, increasing impact and the likelihood of success.

Business leaders, change makers, senior executives and social entrepreneurs who are committed to bringing about a paradigm shift in leadership for a flourishing future for all.

This workshop is for women only. All self-identifying women are welcome.

“Having attended a large number of personal development and coaching sessions during my 20+ years in the corporate world, I can honestly say that Karen’s approach is the most unique and impactful that I have experienced. I would highly recommend Karen as a guide to developing yourself and/or others as authentic, intuitive, compassionate leaders with a relevance in the modern world.”

- Senior Executive, Unilever UK



Your retreat programme

In the past, power, position and control were seen as the attributes of strong and great leaders. However, these past two years have shown us that it's not power, position or control that provides the bedrock of great leadership; instead, true leadership lies in the people who have made a commitment to live their life in line with their values and act upon what serves the greater good for all.

Such leaders have developed a deep level of self-awareness through their spiritual practices, challenged themselves to go beyond their inherited beliefs, broken through social stigmas and norms and built a breadth of capacity that has enabled them to hold criticism and judgement without being crushed, to bring their full agency to what they value most. Such is the way of great leaders who, at some point, have made a stand and in so doing, enabled others to stand with them, they provide the type of leadership where people around them flourish. This is Leading life and business with Grace and Resilience.

The programme is designed on the basis of over 30 years experience in working with leaders around the world, from grass-roots villages to corporate boardrooms. The content is based on time honoured truths, social sciences research, combined with principles and practices to develop personal mastery, to build new skills and experience even greater fulfilment and success. It is both highly interactive and experiential such that the reflections, insights and new perspectives gained are actionable and can be applied immediately to have the greatest impact on your life and your leadership.

This year I have adapted the content for the times we are living and as such the experience will be deepened for all participants. After a 2 year journey of my own deep personal transformation and moving to Costa Rica, I have updated the content to reflect the leadership style that is needed to address the global challenges we are facing. I will be facilitating this new body of work, from a new understanding of what it takes to catalyse transformation and bring about systemic change. My dear friend and colleague Gaëlle Deschamps will be joining me as a host to the programme in France.

“I attended the ‘Leading with Grace and Resilience’ retreat. Having attended a large number of personal development programmes during my 20+ years in the corporate world, I can honestly say that Karen’s approach is the most unique and impactful that I have experienced.”

—Ex Corporate Executive,
Founder Stand4Peace, USA

During our time together you will...

- Restore a deep appreciation and connection to beauty; your own and the natural world
- Experience healing and restoration by uncovering the root cause of suffering through somatic exercises, deep silence, rest and restorative practices; experiencing a new sense of liberation
- Learn to transform the negative patterns of fear, blame, shame and guilt into inner peace, coherence with your heart and alignment with your true self
- Understand the research behind 'toxic work environments' and how to transform this by building a culture in which people and the enterprise flourishes
- Dissolve old patterns of behaviour and outdated beliefs which idealize a domination style of leadership
- Learn the 6 keys to flourishing as the foundation for living a more fulfilling and meaningful life
- Understand the science behind our 5 intelligences: somatic, mental, emotional, feminine and spiritual; developing new practices to enhance these attributes
- Discover the power and mystery of GRACE; the source of the feminine principle
- Understand the principles of what it takes to be a transformation catalyst

- Understand and embody feminine intelligence; the 'other ways of knowing' that provide a compass in which to make sense of the world to guide you through disruptive and challenging times
- Build true RESILIENCE; shifting from resilience as "toughing it out" to a new definition and way of being that's sourced from a sense of safety, connection and dignity
- Learn how to apply wisdom of Mother Nature – essential oils for healing, working with the seasons, biomimicry principles applied to how we live and lead' to the following: 'Learn how to work and apply with the regenerative principles of Mother Nature in your enterprise
- Feel a new sense of empowerment by crafting your stand based on what matters most to you and the future you wish to create and building the courage to make it happen' to the following: 'Develop a new sense of empowerment by creating your stand and committing to the future you wish to create
- Learn and embody the principles of 'power with' versus 'power over' as a leadership approach
- Understand the model for building a people centric organisation and how to put this into practice
- Design your vision for the future and an action plan that enables you to live the best future you can imagine for yourself and in your leadership





Your time away in retreat

This is not only time away, it will be a sacred space: a retreat from business as usual to reflect, heal, restore and rebuild your energy, passion and commitment. It is an opportunity to come together as women, to have the conversations we need to have with ourselves and with others about what it takes to lead, to speak about what we are often afraid to say, to heal the past. Our time together will enable us to attend to the personal and collective challenges we now face, to rediscover pleasure versus pressure in your life, to find joy within and to be inspired and empowered by other women leaders.

You will return home with a greater sense of hope, increased awareness about yourself and clarity about the roles you wish to play in all areas of your life. You will be focused on your next steps to take in your leadership and enabled to walk with a greater sense of safety, dignity and agency back into your life with an action plan to keep you on track and a community of great women to support your endeavours.



Your programme

01

Enhanced self-awareness

- Understanding why we have developed the survival strategies and coping mechanisms we have and how to go beyond them for more joy and pleasure in your life
- Introducing neuroscience research to help you 'make sense' of why you do what you do
- Building a foundation of 'true' resilience which enables you to have greater capacity in dealing with uncertainty and change
- Developing new ways of moving in the world that influence how you think and speak

02

Radical self-responsibility

- Transforming outdated beliefs and counter-productive behaviours that no longer serve you
- Developing the necessary resource needed to move from reactivity to response-ability
- Observing your ways of 'being' and 'acting' in the world that shape your life and understanding your impact on others
- Expanding the 4 inner resources of physical, emotional, mental and spiritual intelligence

03

Core presence

- Developing a source of inner strength to enhance self-worth and live from what you most care about
- Building the capacity to embody equanimity in any situation to retain your agency
- Developing courage and skill to reveal and transform conflict
- Crafting a new story, a stand and commitment that's life enhancing and brings you joy

04

Community building

- Understanding the difference between force and power, to engage and empower others
- Learning the principles of growing a vibrant, resilient and connected community
- Developing new ways to communicate that engage and inspire others
- Experiencing the power of vulnerability, authenticity and transparency to build trusted relationships

05

Shaping the future

- Envisioning a vibrant and inspiring future for yourself and those you lead
- Translating your vision into reality, with practical actions and clear milestones
- Forging your community that will support you going forward
- Celebrating the new paradigm of leadership you have stepped into

The flow of your day

6.40-7.00am Morning guided meditation (optional)

7.00-8.00am Thematic Yoga or Exercise for empowering body and mind

8.00-9.00am Shower and Breakfast

9.00-10.30am Session one

10.30-11.00am Morning break: renewal time

11.00-12.30pm Session two

12.30-1.30pm Buffet lunch

1.30-3.00pm Session three

3.00-3.30pm Afternoon break: renewal time

3.30-5.00pm Session four

5.00-7.30pm Space for self-care

7.30-8.30pm Group dinner

8.30-9.30pm Optional evening experiential activities



FRANCE

6 days, September 27th – October 2nd, 2022

Led by Karen Downes & Gaëlle Deschamps

Château de Vezins, Loire Valley www.chateauvezins.com

This stunning Château has been lovingly restored by Gaëlle and her husband in honour of its majesty. This exquisite venue reminds us to hold onto the wisdom and grace of the past whilst bringing in the new. During our time together we will work on keeping what honours us, letting go of what no longer serves us and stepping into the new. You will be nourished and nurtured in body, mind and soul in this luxurious haven.

What's included:

- 6 nights Accommodation in this stunning Château
- 5 days of workshops, dialogue and leadership development
- 3 healthy meals every day prepared by our Ayurvedic chef (using fresh local produce and their own herbs and vegetables)
- Morning Meditation & Yoga
- Pool, Jacuzzi and Spa
- Healing Ceremonies
- Deep Rest and Relaxation
- Leading with Grace and Resilience workbook & personal journal
- A set of 'Leadership Quality Cards'
- Aromatherapy oils
- Celebratory Champagne Dinner
- Access to Grace and Resilience online community
- 4 hectares of private gardens, with moats, Buddha circle, century old trees creating a safe, peaceful surrounding for you to rest, meditate, connect with Mother nature.



COSTA RICA

7 days, November 12th – 19th, 2022

Led by Karen Downes and local partners

Aves, Montezuma <https://avesmontezuma.com>

You will be captivated by the stunning natural beauty and luxury of this Retreat Hotel nestled in the tropical landscape of the beach town of Montezuma. Aves is located in one of five Blue Zones in the world, where people live the lon-gest and healthiest.

What's included:

- 7 nights Accommodation in this luxurious tropical location
- Healthy meals every day prepared by Maya from the famous local restaurant 'Puggos'
- Morning Meditation & Yoga
- Access to the entire resort including 3 swimming pools
- Sacred Cacao Firepit and other local healing Ceremonies
- Visit to the local Montezuma Waterfall | Beach walks
- Visit to the Cabuya National Park
- Empowerment Boot Camp class with Vivien
- Leading with Grace and Resilience workbook and personal journal
- A set of 'Leadership Quality Cards'
- Aromatherapy oils
- Celebratory Champagne Dinner
- Oceanview Sound Journey for release and relaxation
- Healing Breathwork session
- Music Session for Deep Healing
- Access to the Grace and Resilience online community



Your facilitators



Karen Downes

Founder of The Flourish Initiative &
Co-Founder & Director FemmeQ

Karen is a social entrepreneur, thought leader, author and facilitator for catalysing transformation at all levels of society. In the mid 80's at just 26 years old and a single mother, she founded and built an aromatherapy company from kitchen table-top into a multi-million dollar enterprise, pioneering Aromatherapy in Australia. At the same time establishing the Australasian College of Aromatherapy, training 25 therapists. Karen moved to London and built a successful career in consulting, coaching and facilitating leadership development programmes around the world. She has dedicated the past four decades of her personal and professional life to transform outdated social norms that diminish life, elevate human consciousness and bring about systemic change that serves all. She has worked in grassroots initiatives in the global south to transformational leadership programmes in the north, leading with grace and resilience. Her work is in service to our human and planetary flourishing. As the director of FemmeQ Karen has hosted 5 international Feminine Intelligence Summits in 4 countries. She is a proud mother of her daughter Rebecca and currently lives between Costa Rica and the UK.

www.theflourishinitiative.com | www.femmeq.com
www.linkedin.com/in/karen-lee-downes-9a33737



Gaëlle Deschamps

G Force Founder

Gaëlle is a certified coach, trainer, author and business woman. believes the world needs better role models, not just in politics but in the workplace, in communities and in families. She made it her mission to fuel positive transformation, helping people reconnect to their life force, become the best version of themselves by tapping into their authentic selves, identifying their purpose and defining a motivating and rewarding future. She has 23 years' Corporate experience, holding senior roles in International Marketing including 10 years in Learning & Development where she specialised in Leadership, Training, Facilitation and Executive Coaching with SABMiller and the Coca-Cola company where she was a Global Faculty member of their University.. Gaëlle's energy is contagious, combining a high dose of positivity with a can-do attitude. She has built many fruitful multi-cultural relationships internationally, working with 35 countries on 3 continents (Europe, North America and Africa). She is a keen advocate of women empowerment, an author and speaker and works pro bono for selected charities and schools.

<https://gforceco.co.uk/coaching/>
<https://www.linkedin.com/in/gaëlledeschampsleadershipcoach/>



FRANCE

The Foundation Programme: 6 day residential programme

September 27th – October 2nd 2022

Queen Bedroom single occupancy **£3,826**

Queen Bedroom double & Princess Single occupancy **£3,576**

Princess Bedroom double occupancy **£3,326**

COSTA RICA

The Foundation Programme: 7 day residential programme

November 12th – 19th 2022

Deluxe king suite **US\$4,395**

Deluxe Single **US\$3,995**

Deluxe shared **US\$3,695**

**An earlybird discount of 10% will apply if you register before
30th July for France and 15th August for Costa Rica.**

FOLLOW UP Integration Coaching

December 2022 to May 2023

US \$1800.00

This price includes:

6 x 1-hour coaching sessions over the course of 6 months to support you in embedding and sustaining the practices and new ways of leading gained in the programme. 3 x facilitated 90 hour online community meetups with Gaëlle or Karen.

We know shifting beliefs, altering paradigms and adopting new behaviours requires an ongoing effort that is best supported by a structure to sustain the active practice. We have designed this programme in stages to give you the flexibility to participate in The Foundation programme as a stand-alone programme or continue on your development journey with coaching support and guidance, completing with Integration Coaching.

[Register here](#)

For all bookings, a \$500 deposit is required to secure your place. Your remaining balance will be due in two installments prior to your retreat date.

**Prices do not include your flight(s) or additional transit to the chateau or retreat hotel, however we will help you organize as needed and connect you with our preferred vendors.





Profit from the Leading with Grace and Resilience programmes will contribute to the ongoing funding of FemmeQ.

For programme registration or questions,
please contact us at:

info@theflourishinitiative.com

Visit our website for more information at:

theflourishinitiative.com