PassionTree Coaching

grow your full potential

Founder Transformation Retreat

Step out of your business. Reconnect with yourself.
Redesign what comes next.

Mallorca, Spain · **October 2026**
Thursday evening – Sunday evening · 6–8 founders

The Experience

Founder Development × Business Transformation × Holistic Wellbeing

Four days at a private finca in Mallorca, intentionally structured to move between deep coaching work and genuine recovery. Each day carries its own focus — from arrival and grounding, to the founder as a person, to the leader and the business, to integration and a concrete plan for what comes next.

Three Pillars

- **The Founder** — identity, values, energy, patterns
- **The Leader & Business** — delegation, culture, team, priorities
- **The Human** — movement, breathwork, nature, rest

What You Leave With

- Your personal **Founder Operating System**
- A **90-Day Transformation Plan**
- 3 personal, 3 leadership, 3 business priorities

Daily Rhythm

The template that repeats and evolves across Friday, Saturday & Sunday

08:00 – 09:00	**Yoga**	Movement & mobility to open the body before the day begins
09:30 – 10:30	**Breakfast**	Shared meal — informal founder connection
11:00 – 12:30	**Group Session** Explore	Coaching & reflection on the day's core theme
12:30 – 15:00	**Free Time / Lunch**	Unstructured break — explore, rest, or eat together off-site
15:00 – 19:00	**Walk & Talk — 1:1 Coaching** Individual	Bookable 45-min individual sessions with Marlene & Jakob, at the beach or finca (schedule below)
20:00	**Finca BBQ**	Connect · shared meal · founder exchange
21:30	**Evening Wind-Down** Ground	Sound healing, fire circle & meditation for letting go (format varies by night)

1:1 Coaching Slots

15:00 – 19:00 · run in parallel by Marlene & Jakob · 45 min + 15 min buffer

15:00 – 15:45	Slot 1 15:45–16:00 buffer
16:00 – 16:45	Slot 2 16:45–17:00 buffer
17:00 – 17:45	Slot 3 17:45–18:00 buffer
18:00 – 18:45	Slot 4 18:45–19:00 wrap / reset

8 total 1:1 slots per day across both coaches — enough for every founder to book one session daily, with room to offer a second session to those who want to go deeper. Sessions take place walking at the beach or finca, and are bookable in advance so the group knows the rhythm of each afternoon.

Friday Focus

Energy, patterns & life design — the individual counterpart to the morning's group work on founder identity and values.

Saturday Focus

Delegation, team dynamics & business priorities — turning the morning's leadership themes into concrete next steps.

Thursday — Arrive *Step out of the noise*

Afternoon	**Arrival & Settling In** Arrive at the finca, put down the laptop, transition out of operating mode
19:00	**Welcome Dinner** Intentional connection & introductions
Evening	**Intention Setting** One guiding question: what would make these four days genuinely transformative for you?

Friday — The Founder *Look inward before you lead outward*

Group session & 1:1 slots today focus on:

- **Identity Beyond the Business** — who are you outside of solving problems for everyone else?
- **Values & Purpose** — are the business and life you're building still aligned with what matters?
- **Energy & Resilience** — what fuels you, what drains you, what needs to change for sustainable performance?
- **Patterns & Awareness** — which habits or beliefs are shaping how you lead?
- **Life Design** — what would your next chapter look like, intentionally designed rather than reacted to?

08:00	Yoga
09:30	Breakfast
11:00	Group Session — *Founder Identity & Values*
12:30	Free Time / Lunch
15:00	1:1 Coaching Slots — *Energy, Patterns & Life Design*
20:00	Finca BBQ
21:30	Sound Healing & Fire Circle

Saturday — The Leader & The Business *Turn awareness into transformation*

Group session & 1:1 slots today focus on:

- **The Founder as Leader** — who does your company need you to become next?
- **Communication & Emotional Intelligence** — under pressure, in conflict, in clarity
- **Delegation & Agency** — what are you still carrying that someone else should own?
- **Culture & Values** — which behaviors get rewarded, which are no longer accepted?
- **Team Performance** — how should your team think, communicate and perform in six months?

08:00	Yoga
09:30	Breakfast
11:00	Group Session — *Leadership & Culture*
12:30	Free Time / Lunch
15:00	1:1 Coaching Slots — *Delegation, Team & Business Priorities*
20:00	Finca BBQ
21:30	Fire Circle & Meditation for Letting Go

Sunday — Integrate & Design *Don't return inspired. Return with a plan.*

08:00	Yoga
09:30	Breakfast
11:00	**Group Session** — building the Founder Operating System
12:30	Lunch together
14:00	**Individual Integration Time** — drafting your 90-Day Transformation Plan
16:30	**Closing Circle** — reflection, commitments, one final question: what will you do differently when you go home?
Evening	Departure

The Setting

A private villa or finca in Mallorca, surrounded by nature — with space to move, think, connect and work, and enough distance from everyday life to see things differently. The final location will be selected to provide access to nature, communal spaces, movement areas and quiet corners for reflection.

Dates & Group

- Thursday evening → Sunday evening
- October 2026
- Limited to 6–8 founders

Investment

- **Shared Room** — €2,500 per person
- **Private Room** — €3,000 per person
- €500 deposit to secure your place; balance due before the retreat

Who This Is For

- Founders who have built something meaningful — but rarely step outside it
- Those navigating growth, change, or a new chapter
- Founders who want to become more intentional leaders
- Those who feel too involved in daily operations and want their team to take more ownership
- Founders questioning what success should look like next — and willing to look honestly at themselves