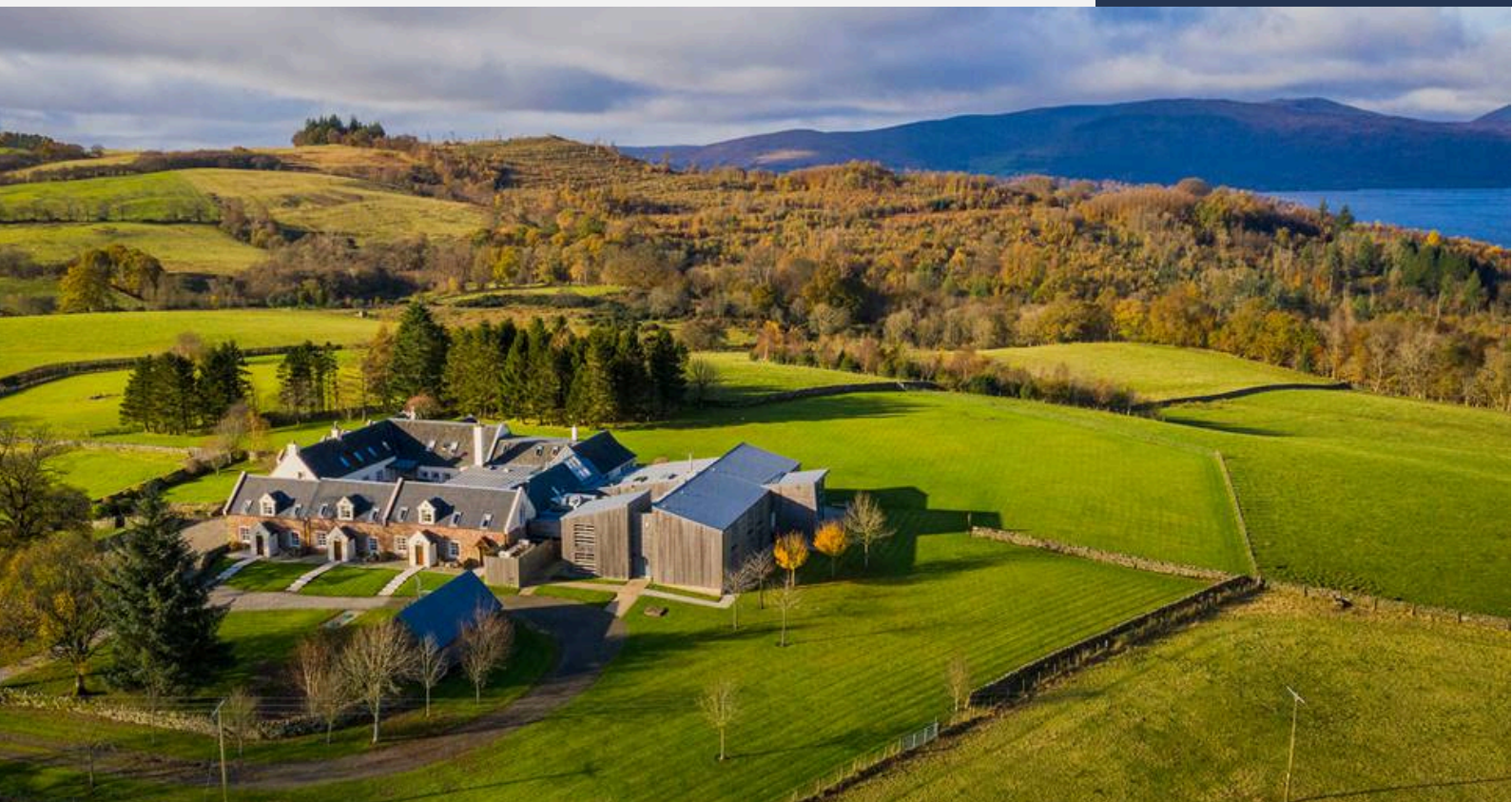


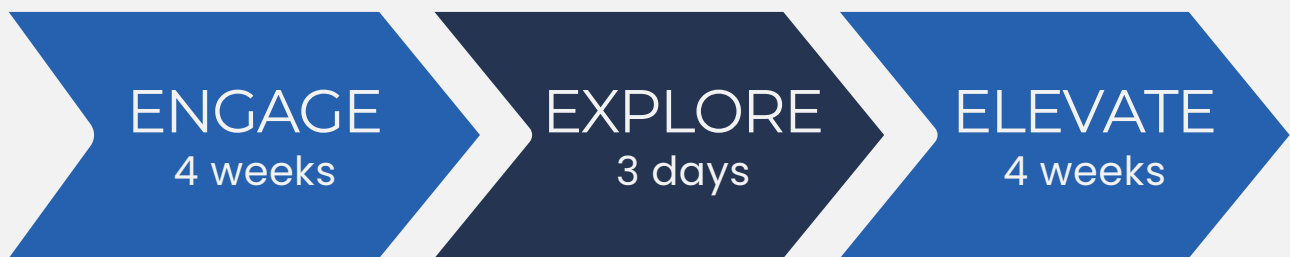
# Elevate Leadership Programme 2026

Engage | Explore | Elevate  
10th – 12th March 2026



# Programme Overview

This 3-stage, 9-week programme is ideal for managers moving into leadership roles and established leaders taking on greater responsibilities. It will engage with delegates' lived experience, explore new skills and tools, and elevate leadership impact during supported workplace implementation.



Specifically, you'll gain:

- Fresh inspiration, energy, and confidence
- Enhanced awareness and management of self and others
- Tools to build and lead highly effective teams
- Strategies that reduce friction and promote collaboration across the business
- Improved understanding of context and the leadership strategies to use
- An executable, personalised development plan
- A powerful leadership peer network
- Access to our highly experienced team throughout
- And ultimately, elevated personal impact and business performance.

We are also offering the option of an Insights Discovery™ psychometric report and a session with one of our coaches to go through this with you.

## Time Commitment

Stage One: Engage | Early February. Approx 4 hours. Short online scene-setting meeting, questionnaire, and pre-Retreat "homework".

Stage Two: Explore | 10th - 12th March, 3-Day full board retreat.

Stage Three: Elevate | March and April. Self-led workplace actions, and one-hour online review & holding-to-account meeting.

# About Us

At BlueSky Experiences, we specialise in leadership development that drives real change. Since 2001, we've helped organisations unlock potential, build resilience and shift behaviours. As an ILM Assured Centre, we bring structure and credibility, but our strength lies in how we engage people.

Our programmes are led by experienced facilitators with deep expertise in leadership, behavioural psychology and experiential learning. They're backed by a professional support team who ensure seamless planning and delivery, so every detail is taken care of.

We don't do off-the-shelf. Every programme is shaped around the challenges our clients face. Whether it's navigating change, developing new leaders or realigning senior teams, we create space for people to reflect, stretch and grow. It's experiential, focused and built for lasting impact.

Leadership, for us, isn't about titles or theory. It's how people show up under pressure, make decisions and bring others with them. We give them the tools to lead with clarity, confidence and authenticity – where it matters most.

# You're in Good Company

Some of the largest companies in the UK use BlueSky Experiences.

**WILLIAM GRANT & SONS**  
INDEPENDENT FAMILY DISTILLERS SINCE 1887

**Scottish  
Water**

**DIAGEO**

  
**WÄRTSILÄ**

**CORIO**

  
**Museums  
Galleries  
Scotland**  
Supporting Scotland's Museums

 **blum**®

 **AtkinsRéalis**

 **SSCL**

# Your Team

So, who will be looking after us?

## **Dave Stewart**

Dave has 30+ years' experience leading at executive and non-executive levels across private, public, and not-for-profit sectors. Many of these have been in high risk environments, including service with UK Special Forces. He now specialises in helping businesses build highly effective leadership teams and wider senior management groups. He is a Chartered Director and holds a Masters in Organisational Change.

*Read more about Dave here*

<https://www.linkedin.com/in/freshair-dave-stewart/>



## **Beth Macleod**

Beth is an experienced and highly qualified executive coach and workshop facilitator. A former Scotland international rugby player, she has over 25 years in sports development, including coach and leadership development for sportscotland, Scotland's national agency for sport. Uniquely, she is able to blend insights from elite sport with qualifications in Neuro-Linguistic Programming, Insights Discovery, and psychometric profiling in service of clients' own high performance journeys.

*Read more about Beth here*

<https://www.linkedin.com/in/beth-macleod-6b5b5111/>



A woman with long dark hair, wearing a light-colored long-sleeved top, is sitting at a desk and smiling while looking at a laptop. The background is a blurred office environment with shelves and a clock. The text "The 3-Stage Programme" is overlaid in white on the image.

# The 3-Stage Programme



## Stage One: Engage | Early February

We'll meet online as a group to set the scene, get to know one another a little, and explain the programme. We will also introduce the questionnaire we will ask you to complete. This will invite you to reflect on your leadership journey to date and get clear about what you need from the programme. We will also provide you with a workbook to review ahead of the next stage.

## Stage Two: Explore | 10<sup>th</sup> - 12<sup>th</sup> March

We will gather for 3 days at the magnificent Ardoch, Loch Lomond. Working indoors and outdoors, we will explore what it is to lead effectively across the domains of Self, Others, and the Business. On the final day we will help you pull your insights together into a set of actions you will experiment with and evolve back in the workplace. More information about this stage is below.

## Stage Three: Elevate | March & April

Back in the workplace, you will be implementing the commitments made at Ardoch. We will provide an hour of one-to-one support during this stage. After 4 weeks we will gather online for a holding-to-account and review session. You will be able to share what has worked and maybe not worked so well, and get further advice from our team and the group. We will also discuss next steps to further elevate your impact on the business.

## Further Support

Inspired and energised, clients often ask for additional support. We can provide a range of services from one-to-one coaching, through team development, to organisational consulting and design.

An aerial photograph of a large, multi-story lodge complex with multiple gabled roofs and dormer windows, situated in a lush green valley. The lodge is surrounded by manicured lawns and some young trees. In the background, rolling hills are covered in dense forests with autumn-colored foliage. The sky is filled with soft, grey clouds.

# Explore

The 3-Day Retreat at Ardoch, Loch Lomond

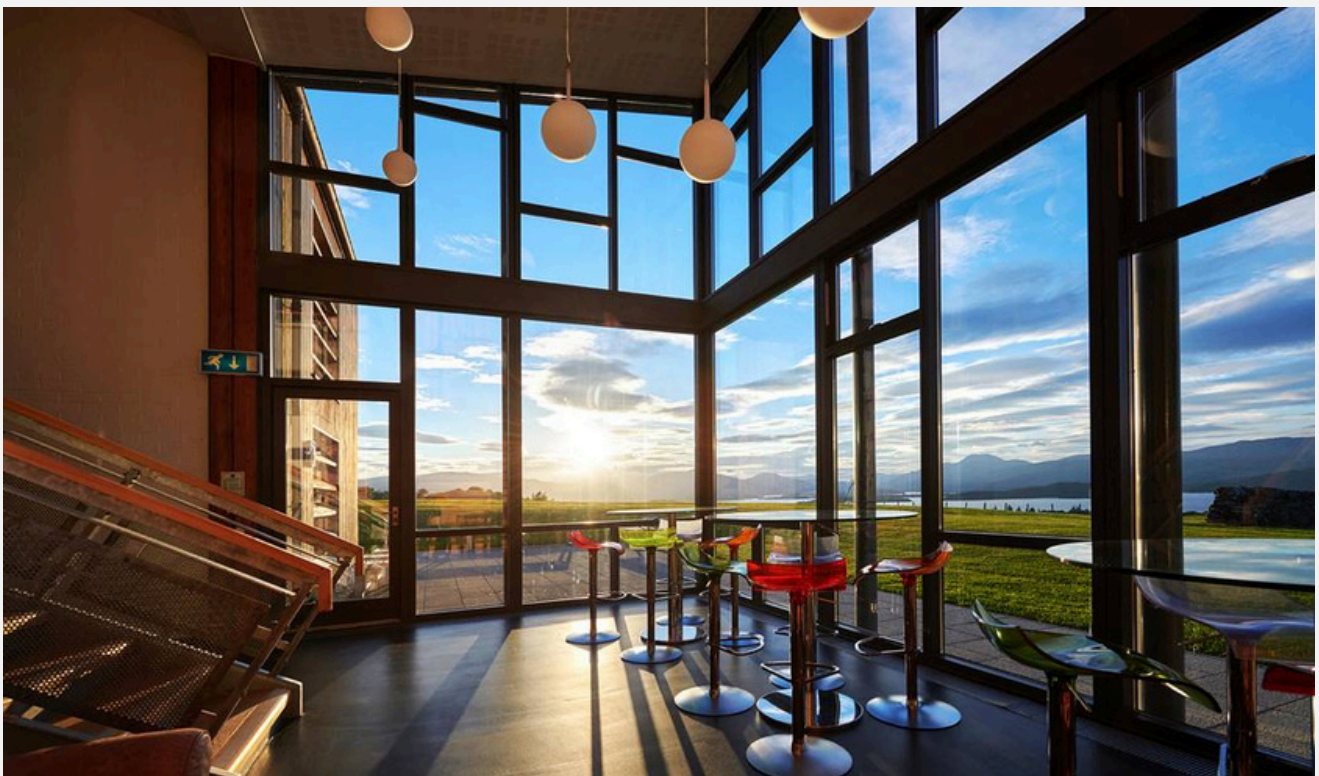
# Welcome to Ardoch

Ardoch is where your cohort will stay for their immersive three-day retreat – a place designed to inspire focus, connection and clarity. Set on 133 acres overlooking Loch Lomond, this exclusive-use estate offers total privacy, professional facilities and breathtaking surroundings.

The estate includes 18 en-suite bedrooms, formal and informal meeting spaces, fireside lounges, and breakout areas throughout the Barn and main house. There's also access to outdoor spaces including woodland gardens, a lochan, and a fire-pit – ideal for walking meetings, reflection, or winding down after a full day.

Everything is taken care of. High-speed wi-fi, AV equipment and all event spaces are included, with a dedicated events team on hand throughout to manage the flow and logistics. Catering is professionally delivered and fully tailored to your group's needs, from relaxed breakfasts to evening dinners.

What sets Ardoch apart isn't just the location or the service – it's the purpose. As a profit for purpose venue, all profits go directly to supporting children's hospices across Scotland through CHAS (Children's Hospices Across Scotland). Your retreat supports something bigger.





# Day One

## Leading Self

*Arrival 11.30am*

So, who are you as a leader? What is your “leadership brand”? How aware are you of your backstory and how this impacts how you show up at work? What is the source of your energy and direction, your purpose? What impact do you have on those around you? How do you know this?

We will gather late morning at the spectacular Ardoch, Loch Lomond. After introductions over refreshments we will explore the idea that until we know how to lead ourselves, we cannot effectively lead others. In addition to sharing our personal leadership growth stories, we will explore Emotional Intelligence and consider what it is to lead with Authority, Presence, and Impact.

# Day Two

## Leading Others | Leading the Business

During the morning we will explore what it is to lead others well. In particular we will explore the key leadership function of building, developing, and nurturing highly effective teams. In addition to tapping into lived experience, we will look at a number of high performing team frameworks, and explore how you might deploy these back in the workplace.

In the afternoon, we will explore the Entrepreneurial Operating Model and Institute of Directors Governance Model as a means of helping you understand the functional and strategic areas you may need to grow into. We will also discuss how to create the conditions for improved cross-business collaboration and the innovation this will enable. We will also introduce you to frameworks to help you make sense of the wider business environment and explore the leadership strategies that different operating contexts demand.

# Day Three

Bringing it all together | Committing to new workplace actions  
*Departure 1.30pm*

On our final morning together, there will be an opportunity to pull the conversations, new learning, and fresh insights together into a personal action plan.

We will encourage you to voice your commitments publicly to the group. Acting as critical friends, they will test and refine your thoughts. This will help you build clarity and confidence in the self-led actions you will be taking back to your business.

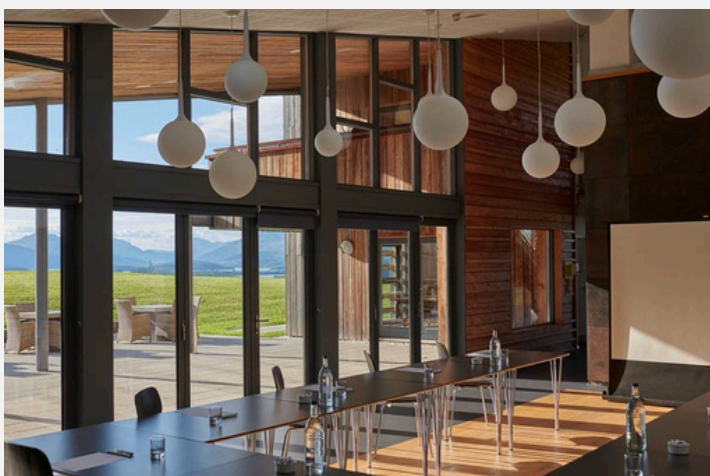




# Beyond the Retreat

Your journey doesn't end when you leave.

Going forward, you won't be on your own. Not only will you enjoy the support of cohort colleagues via a cohort WhatsApp group, we will check-in again as a cohort for a short online review 4 weeks later. We are also offering one-to-one support to help you navigate the inevitable fire-fighting that will consume you on return.



Secure Your Spot



# Secure Your Spot

Spaces for the 9-week supported course which includes the Explore Leadership Retreat are limited to ensure deep learning, connection, and personalised attention. If you're ready to invest in realising your leadership potential, now is the time to act.

## Special Launch Offer

Standard Price: £3,750 per person

Early Adopter Rate: £3,250 (Save £500 when you book before 1<sup>st</sup> October 2025)

We're offering this reduced rate to the first group of confirmed participants as part of our programme launch. This offer is available on a first-come, first-served basis.

## Only 16 Places Available

To protect the quality of the experience, the programme is strictly capped at 16 participants. Once places are filled, registration will close. Multiple participants from companies are welcomed if required.

What's Included	Investment
Support of two highly experienced leader-coach-facilitators throughout	
3-day full board exclusive retreat at Ardoch, Loch Lomond	
Pre-retreat engagement and "homework"	
Insights Discovery profile report and debrief discussion	
Post-retreat holding-to-account and progress review	
Peer support group, in-person and via WhatsApp	
Learning materials and resources	
Professional insurances	
<b>Total Value</b>	<b>£3,750 + VAT</b>



**BlueSky**<sup>®</sup>  
EXPERIENCES

