Arctic Leadership Adventure

Aurora Village 2026

pragtiq

AURORA VILLAGE
IVALO LAPLAND

Course outline

Day 2:
The human & cultural lens

Theme of day	Reflection, self-awareness & Corporate Anthropology
Theory/books	Corporate Tribe by Jitske Kramer & Danielle Braun

Morning: Personal goals, reflection and self awareness	Based on the 1-on-1 we had in NL as a baseline we want to create an open & trusted environment together with the other participants. We will focus this morning on: • Elaborate on your personal goals • Who am I as a leader? • How do other's see me? What to let go & what to embrace to make the next step as a leader? Activity: Snowshoe Walk & Peer Dialogues During a beatiful snow shoe walk across pristine nature you have the possibility to get to know your other participants a bit better by sharing your personal challenges to make a next step as a leader. We close this activity by testing our mental health and take a dip into the freezing Ivalo river. Push beyond your comfort zone and experience the physical sensation of letting go—symbolic for breaking through old patterns
Afternoon: Learn from the Sami tribe	In this workshop, inspired by the book Corporate Tribe, we explore how your organization mirrors a tribe: full of rituals, beliefs and unwritten rules. You reflect on your own role as a leader within this tribal system. Activity: meet the Sami tribe Meet the people behind the Sami tribe: learn from them how they learned to survive and build their life in this inhospitable area. We will visit a Sami museum. We also get an inspiring story from Juha about entrepeneurship in an environment where things are not self-evident. When back at the resort we will reflect together on our learnings and what we can take with us in our daily job.

Evening: Aurora snow mobile safari	In the evening is time for some relaxation. You have the option to relax at the resort and take a typical Finnish sauna (optional) or you can choose to make an exciting and adventurous trip with the snow mobiles. Chasing for the Northern Lights in the pristine nature at night.

Day 3:
The natural lens

Theme of day	Resilience, Systems Thinking & Innovation
Theory/books	a.o. Biomimicry by Janine Benyus & Firm of the Future by Martijn

Morning & afternoon: Biomimicry – Leading like nature	Based on Firm of the Future and other lecture, this session teaches how nature has already solved many of the problems we face in leadership and organizations. You'll learn to recognize recurring patterns, systemic feedback loops, and adaptive capacity in the natural world. Activity: Snow mobile expedition: Applied Biomimicry Led by a local nature expert, you explore how resilience and adaptation manifest in Arctic flora and fauna. This physical experience deepens your understanding of nature's design and strengthens your leadership instincts. We also learn how to survive in this pristine nature.
Late afternoon: Reflect, intervision & relaxation	You close the day by sharing insights and refining your own leadership questions through peer coaching: • Reflect on our learnings of today • Intervision & coaching on your personal goals/development Before & after diner you will have spare time to relax at your cabin, in the restaurant or take a Finnish sauna.

Evening/night: Northern lights chasing by car	At night we will chase the Northern lights by Car. During this trip Juha will teach us more about this magical phenomenon. We will travel with mini vans, search for clear skies and hope for strong Aurora's. A lesson in timing, trust, and natural rhythm. The hunt for the aurora becomes a metaphor for leadership in uncertainty.

Day 4:
The Organizational Lens

Theme of day	Transformation, Collaboration & Practical Integration
Theory/books	Anders kijken & organiseren by Cor Broekhuizen

Morning: Workshop: Adaptive leadership & organizational tension	Drawing from Cor Broekhuizen's philosophy, we explore how to look at your organization with a different lens—embracing paradoxes and tension as drivers for innovation & continuous change. Key focus: How can you as a leader stimulate & foster space for emergence and adaptability, rather than control and certainty? Activity: Huskey sleigh ride During this activity you learn & experience how it is to ride a huskey sleigh yourself. You learn from the local expert how the hierarchy is organized in the pack, how huskeys communicate, how they lead and how they work together as a team. You also experience that your current state of mind mirrors immediately on the pack itself.
Afternoon: Reflect & adapt learnings	In this workshop you have the possibility to check your new learnings with your personal goals and development. Your personal findings can be shared with the group. We also adapt the organizational learnings collectively and translate the key findings to our daily jobs.

Evening/night: Campfire closing	Gather for final reflections, storytelling and integration. Commit to your leadership intentions and prepare for re-entry with clarity and purpose.

What You'll Gain

- Deep insight into your personal leadership patterns and mindset
- A systems view of leadership inspired by nature and indigenous knowledge
- Tools to navigate organizational change with confidence and creativity
- A supportive peer network for continued growth