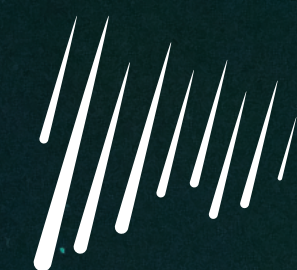


PROVISIONAL PROGRAM



	DAY 1 - ARRIVAL	DAY 2 - REFLECT	DAY 3 - CONNECT	DAY 4 - BELONG	DAY 5 - DEPARTURE
8:00-9:00	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST	BREAKFAST
9:00-12:00		GUIDED SESSION The role of culture in business Reflection exercises on personal leadership values and company culture stories.	GUIDED SESSION How we show up at work Reflection exercises on personal leadership values and company culture stories.	GUIDED SESSION Designing for Belonging in Your Team Identifying cultural gaps, prototyping rituals, micro-practices for change.	CHECK-OUT Individual departures
12:00-13:30		LUNCH	LUNCH	LUNCH	
13:30-16:30	CHECK-IN Individual arrivals	OUTDOOR INSPIRATION E-Fatbike tour This guided mountain biking tour takes us through the best winter biking trails of the Pallas-Ylläs National Park.	COMPANY STORY Visit to Lapland Proving Ground Sami Satanen tells how the company considers climate and geographical conditions an opportunity.	OUTDOOR INSPIRATION Winter canoeing This tour takes you paddling on a calmly flowing river, in the middle of snowy forest – it can't get more magical!	
16:30-17:00	WELCOME WORDS	JOURNAL	JOURNAL	JOURNAL	
17:00-18:00		FREE TIME	FREE TIME	FREE TIME	
18:00-	OUTDOOR INSPIRATION Evening Snowmobile tour Snowmobiling, dinner and sauna experience with possibility for ice swimming. At a hut we'll enjoy dinner.	CULTURE DINNER Local dinner with special guest A local leader of a Lappish brand joins us for dinner and tells about his business.	CULTURE DINNER Local dinner with special guest A local leader of a Lappish brand joins us for dinner and tells about his business.	CULTURE DINNER Final dinner celebration Celebration with local music and storytelling. Participants share intentions going forward.	