

# Managing Transitions and Relationships to Lead at Your Best

## *mch Retreat 2026*

mch invites you to participate in a three-day/two-night retreat this Autumn (30<sup>th</sup> September-2<sup>nd</sup> October). The retreat will take place on the outskirts of Winsley, a rural environment just outside of Bath Spa, South-West England.

This retreat is for you if you want to fulfil your own potential and assist others to do so too. It's for you if you believe that:

*You can only lead and manage others as well as you lead and manage yourself.*

*Work, and life in general, are a series of transitions and so the more skilful you are with transitions, the more effective you will be.*

*The quality of your relationships (with yourself and others) is key to management and leadership success.*

In terms of transitions, we will consider transitions that can occur at work, how to transition well between day and night, work and non-work and the transitions that can take place throughout life.

In terms of relationships, we will explore your easeful and challenging external relationships, but you will also spend time getting to know the various 'characters' that exist within you: the characters that serve you well and those that don't.

Increasing the positive impact of individuals, teams and organisations through people development

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Registered in England and Wales no. 54455273

## Guiding Premises

### 1. The Interplay of the Innate and the Environmental

Transitions and relationships are an innate part of being human. However, both are also impacted by our environment. Furthermore, there is a continual interplay between our nature and our environment: our physical, mental and emotional states can influence how we perceive our environment and our environment can influence our states.

The retreat's rural setting, the absence of technology and a new group of people will offer you the chance to experience a new environment so that you can:

- Reflect on which of your 'ordinary world' habits and behaviours are serving you well and which not so well
- Explore the underlying causes (beliefs, needs, values, thoughts and feelings) that are leading to your current habits
- Consider new habits and behaviours

### 2. The Whole Self Must be Considered

To become your best self, the whole self must be considered and attended to. Consequently, the retreat will consider the physical, mental and emotional aspects of being human. In addition, you can consider the spiritual if you wish.

This means that whilst topics often associated with people development will feature (e.g. mindset, goal-setting and strategy), time will also be given to the likes of nutrition, sleep habits and simply breathing effectively. Data and scientific research support *mch's* belief that considering such aspects is not a luxury, but a necessity. Take the link between stress, anxiety and nutrition:

- Stress, depression and anxiety are now the top cause of work-related ill health in the UK accounting for almost 65% of all absences from work, which equates to around 22 million workdays lost
- Hundreds of clinical trials show how neuroinflammation is hugely impacted by nutrient-poor diets and this is a key driver of poor cognitive performance and low mood

### 3. Nature as a Valuable Guide

The retreat is purposely set in a rural environment, so you can perceive how nature manages itself and consider whether its approach offers ideas for managing and leading yourself and others.

For example, nature believes in seasonality, yet much of modern-day work and life is geared towards constancy. Nature's resilience stems from a deep-rooted interdependence, and yet many areas of society encourage individualism. Very little in nature is fixed. It is inherently fluid and yet we often search for a fixed position and certainty in our lives. In an increasingly volatile and complex world, can we learn from how nature balances paradox and extremes and so invariably ends up with enough of what it needs?

#### *The 'What', 'Who' and 'How'*

Key insights from leading thinkers such as Margeret Heffernan, Simon Sinek, Tony Robbins, Oliver Burkeman, Brene Brown, Steve Peters and Carol Dweck will be articulated through the aid of nature.

You will be able to immerse yourself in a range of topics including:

- Strategy
- Goal setting
- Mindset
- Tips for Energy and Cognitive Performance
- Managing Overwhelm and Anxiety
- Needs, Values and Beliefs
- Mindfulness, Yoga and Breathwork
- Polyvagal Theory
- Nutrition
- Sleep Hygiene
- Sauna and Cold Plunges (both of these are optional)

These topics will be explored through a range of group, paired and individual exercises and discussions, both indoors and outdoors. The structure is designed to accommodate both introverts and extroverts.

*The retreat is intentionally designed to disrupt habitual patterns, challenge conventional thinking and stimulate reflection and behavioural change.*

The aim of the retreat is to furnish you with a range of ideas for new habits that will aid the relationships and transitions in your 'ordinary world'. Your task will then be to select and experiment with those you believe will have the greatest positive impact.

The programme will be delivered by *mch*'s Director, Dr Mark Hughes and Mark will be joined by experts in nutrition, mindfulness and yoga.

To try and ensure trusting relationships form quickly, participant numbers will be restricted to single figures.

### **Key Facts**

When: The core retreat formally starts at 10.00am on Wednesday the 30<sup>th</sup> of September and ends at 1.30pm on Friday the 2<sup>nd</sup> October. Accommodation can be arranged for the 29<sup>th</sup> of September if required.

Where: The location for both accommodation and meals is [April Cottage](#). This is marketed as a B&B, but we will have access to the whole cottage (and an outhouse), which includes two kitchens, two living rooms and a conservatory. It is likely that all the retreat exercises will take place either on site or within walking distance of April Cottage. If transport is required, it will be provided. *mch* recommends staying on site, but other accommodation arrangements can be made.

Cost: The cost for the retreat is £1,250. Payment can be made in instalments. This includes your accommodation for two nights and all meals during the retreat. Please note that this price is based on you being willing to potentially share a room with one other person (of the same gender). If it is important for you have a room to yourself, you need an additional night of accommodation, or you would like a quote without accommodation, please get in touch. The price is also based on you being willing to assist in selecting and then preparing and cooking your meals and then cleaning up afterwards.

## Getting There

Trains: The nearest train station is Bradford-on-Avon which is two miles away from April Cottage (approximately 40 minutes by foot). Bath Spa train station is six miles away and it takes approximately one hour to get from the station to the April Cottage by a combination of bus and walking.

Pick-ups from either station may be possible, so please get in touch to discuss possibilities.

Planes: The nearest airport is Bristol, and it takes about an hour, or an hour and 15 minutes, by bus and train to get to Bath Spa, or Bradford-on-Avon train stations respectively.

Cars: Free car parking is available at April Cottage.

## *Requirements*

Clothing: We are likely to be spending a significant amount of time outside. Consequently, please dress for the outdoors: rain jacket and trousers, wellies or walking boots, hats and gloves, warm clothes. There will also be the opportunity to have a sauna and a cold plunge, so do bring a swimming costume if this appeals, together with a towel. Finally, light exercise in the form of yoga is planned, so do bring appropriate clothing for this too if you'd like to participate.

Fitness: No strenuous physical activities are planned, but some of the activities are based on participants being able to walk at a moderate pace for one to two hours (with regular stops). If this is likely to prove problematic for you, please get in touch to discuss options.

Approach: You need to be willing and able to 'unplug' from technology for the bulk of your time on the retreat. Whilst you can use your phone or a laptop in the evening, or before we begin in the morning, the core sessions are designed to be phone free. In the case of an emergency, arrangements can be made for a message to get to you during the day.

Whilst there will be plenty of time to be on your own if you wish, there is also a need to participate in group activities and tasks (e.g. meal preparation); together with a need to be open to new ideas and perspectives.

Role/Position: This retreat is likely to be particularly useful if you currently lead or manage others in a formal or informal sense or aspire to do so. However, those who don't formally or informally manage/lead others are still very welcome to attend.

### *Next Steps*

To book your place, or to find out more, please contact Mark Hughes direct:

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