



Ripple Effect

NOVEMBER 3-5, 2023

MALCOLM HOTEL,
CANMORE AB

Women in Leadership Retreat

Ripple Effect

Canmore, Alberta | Friday, Nov. 3 to Sunday, Nov. 6, 2023

Ripples, a disturbance that moves outwards, a flow with a series of waves, to cause something to spread. What we drop into our day, our work, our families and our lives causes a ripple. See yourself through the lens of Natural Design, understand the ripple effect and learn skills to empower you to excel from within. During this two-day retreat, you will relax, explore, learn, discover, connect, breathe, and recharge in the beautiful Canmore, Alberta.

Are you a team leader, emerging leader, senior leader, mid-career professional, CEO, entrepreneur, community leader or a woman with a goal to increase her influence and connect with other likeminded women? Then this retreat is for you!



Venue

The Malcolm Hotel

321 Spring Creek Drive, Canmore AB

This venue holds stunning mountain views and a peaceful creek side location.

As Canmore's Crown Jewel, it features 124 well appointed guest rooms, Stirling Lounge and Grill, Creekside Patio, Conference space, and Meeting Rooms.

Plus, it's just a 5-minute walk to Canmore's iconic main street!

Attendee Cost

- \$695 + GST Access to all sessions, breakfast & lunch Saturday and sessions and brunch on Sunday. [Click Here to Register](#)
- \$175 VIP Package, includes a special gift, reserved seating, and dinner Saturday night with host Jeannette Austin of Excello. [Click Here to register](#)
- Accommodations available at the Malcom Hotel see page 6 for details



Agenda

- Friday

7:00 pm – 8:30 pm	Networking Social	
8:45 pm – 9:45 pm	Yoga Nidra	Karen Hagen

- Saturday

7:00 am – 7:45 am	Fitness Class	Karen Hagen
8:30 am – 9:00 am	Breakfast	
9:00 am – 9:30 am	Ripple Effect Welcome and Introductions	Jeannette Austin
9:30 am – 10:30 am	Natural Design	Jeannette Austin
10:30 am – 11:00 am	Mingle, Move & Shop	
11:00 am – 12:00 pm	Natural Design part II	
12 noon – 1:00 pm	Lunch, Special Guest	Carmen A Vetian
1:00 pm – 1:45 pm		
1:45 pm – 2:45 pm	Donuts & Discussion	Frankie D's
2:45 pm	Free Time/Optional Professional Head Shot	

6 pm	VIP Dinner	
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- Sunday

8:30 am – 9:00 am	Qi Gong	Dr Laci Ethier
9:00 am – 9:15 am	- Coffee, Pastries & Fruit	
9:15 am – 10:00 am	Ripples of Wellness	Dr Laci Ethier
10:00 am – 10:45 am	Brunch, Special guest	Women on Wings
10:45 am	- Checkout	
11:15 am – 12:00 pm	Ripples of Grief	Karen Hagen
12:00 pm – 1:00 pm	Ripples of Joy – Excelling from Within	Jeannette Austin



Natural Design – Jeannette Austin

Natural Design is an engaging, out of the box approach that fosters self-discovery, ongoing empowered growth, and development both at the leadership and team level.

The Natural Design Framework provides a powerful tool for identifying the unique assets within each person that helps to unlock their potential and have them thrive in their life, in their business or in their role. It empowers leaders and team members to grow themselves to their full potential in quick and simple ways, reaching greater alignment and wholeness as they integrate their Natural Design over time.

KAREN HAGEN

Karen Borwick-Hagen is a Fitness Coach, Yoga Nidra Guide, Author, and Supporter of Women who believes that to live your best life, you need to feel good in your body. She recognizes that knowing “what” to do isn’t the same as doing it, and acts as your guide and accountability partner, helping you figure out what works best for your body, mind and soul.

Karen’s approach is real life, whole body, and focuses on so much more than exercise. Her values of connection, compassion, growth and humor make the process of achieving your health and wellness goals enjoyable.

Karen specializes in women over 40 that want to live a healthy life with no restrictions. Her passion is to support women who want to incorporate a fit mind, body and soul into their lives without removing any of life’s pleasures.

Karen has been running her own fitness company Forever Fit Over 40 for the past 13 years, transforming her business into both in person and online, incorporating Yoga Nidra and becoming a published author by collaborating on “She Grieves” a copulation of stories of grief that are being told by women who have lived it and now wish to support others in their time and need for grief support.



Join Karen on Friday evening for a blissful journey through Yoga Nidra. This practice of yoga is a guided meditation that helps relieve stress and induce sleep. Bring a mat and blanket to get warm and comfy.

Saturday morning, we will start our day with some movement to get our heart pumping and our muscles strengthened and stretched. Karen is a fitness expert that can coach any fitness level. On Sunday she will share her story from her first published book “She Grieves”.



Frankie D's Donuts are made-from-scratch with love you can feel in every bite. They are double the size of an average donut, and are intentionally hand crafted to be a conduit for connection. Our mission is to provide an experience that goes beyond just delicious Donuts, but creates a sense of community and togetherness, and improves mental wellness.

In 2022, Frankie D's Donuts partnered with Scale Naturally Inc. to create an experience called Donuts & Conversations. This facilitated experience brings groups of peers, business owners, or teams together to engage in meaningful, brave discussions while enjoying our delicious Donuts.

Donuts & Conversations can be used in various situations, and all scenarios can be customized to meet specific needs.

MAKAYLAH ROGERS

SHE/THEY



CO-FOUNDER OF FRANKIE D'S DONUTS CO-FOUNDER OF SCALE NA TU RALLY LEAD FACILITATOR

Makaylah Rogers is the co-founder of Frankie D's Donuts as well as Scale Naturally, a business consulting company.

Makaylah is a passionate advocate for mental health which is infused into Frankie D's Donuts, their culture and impact in the community.

Makaylah has over 8 years of consulting and facilitation experiences. Through Scale Naturally, they guide business owners, leaders and teams to create greater well-being, fulfillment and mental health through workshops and programs for business owners and teams. She believes that every person deserves to feel good in is committed to seeing more organizations and business owners prioritize mental health, wellbeing and work/life balance.

Makaylah is a very compassionate, creative individual and lives in the mountains in Alberta, Canada with her partner, Fia-Lynn, and their goofy Labradoodle, Lady Frankie. Makaylah loves country music, hot chocolates, working out and the sight of fresh snow on top of the mountains.

FIA-LYNN CRANDALL

SHE/HER



CO-FOUNDER OF FRANKIE D'S DONUTS CO-FOUNDER OF SCALE NATURALLY FACILITATOR

Fia-Lynn Crandall is the co-founder of Frankie D's Donuts as well as Scale Naturally, a company dedicated to accelerating the growth, impact and well being in small businesses and organizations making a meaningful difference.

Fia-Lynn brings 18 years of experience in consulting and facilitating personal and business development workshops and trainings. As a neuro-divergent business owner, Fia-Lynn is passionate about people feeling seen and able to be their full selves.

As a Mechanical Engineer she has a grounded, practical approach, and created a tool to help people see themselves fully, connect to deeper purpose and meaning and grow in their potential. It's called the Natural Design Framework, an out of the box approach that has been developed and tested over 20+ years. Fia-Lynn is a nature lover who lives in the beautiful Canadian Rockies in Canmore, Canada with her partner Makaylah and goofy Labradoodle Lady Frankie.



Carmen A Vetian

Carmen has been a Chartered Professional Accountant (CPA, CGA), in good standing with the Chartered Professional Accountants of Alberta (CPA Alberta), since 2001. Carmen also has a Certified Divorce Financial Analyst (CDFA) designation, and is a member in good standing, of The Institute for Divorce Financial Analysts. In addition, Carmen is also a member in good standing with the Academy of Financial Divorce Specialists as a Chartered Financial Divorce Specialist (CFDS), assisting clients and lawyers in arriving at equitable financial distribution.

"Our clients' success is our ultimate reward." Carmen will share her journey to success with us.



This year our charity of choice is women on wings society!

Supporting women's personal growth and uplifting them to achieve their own success stories.

It is in standing together that we can rise together. This is where the name women on wings rooted from; it symbolizes angels and the underlying idea that when we can uplift other women, we give them the wings to soar beyond their wildest dreams and shine their brightest light. All it takes is a gesture, small or grand, or even an act of kindness to make all the difference in someone else's life.

WE ARE WOMEN ON WINGS!



Excelling From Within – Ripples of Joy

Visualize your ripples.

Shift your focus to gratitude

Ripples of Joy



VIP Package \$175

Package includes

- ❖ Reserved Seating
- ❖ Special Gift Bag
- ❖ Drinks & Dinner Saturday evening with host Jeannette Austin

[Register Here](#)

Professional Head Shot \$175 - Saturday Afternoon

- ❖ pre-shoot prep info email to help you get the most out of the session
- ❖ full studio portrait set-up
- ❖ approximately 5 - 10 minutes with posing and expression to create a variety of shots
- ❖ 5 Fully edited finished images
- ❖ [Email for details and to book](#)

Professional Head Shot \$250 - Saturday Afternoon

- ❖ As above but with 10 fully edited finished images
- ❖ [Email for details and to book](#)

Malcolm Hotel

- ❖ \$239 + Taxes & Fees
Malcolm Double Queen
- ❖ \$249 + Taxes & Fees
Malcolm Premium Double Queen

Book on-line or by phone before Oct 4, 2023

Delegates may book their reservations online by visiting <https://us01.iqwebbook.com/TMHAB446/> and apply Promotional/ Group Code **EX1103**.

Delegates may also contact The Malcolm Hotel Reservations line anytime at 403.812.0680 and quote the booking code, **EX1103** as well as the arrival date.

The Town of Canmore is located within Treaty 7 region of Southern Alberta. In the spirit of respect, reciprocity, and truth, we honour and acknowledge the Canmore area, known as "Chuwapchipchiyan Kudi Bi" (translated in Stoney Nakoda as "shooting at the willows") and the traditional Treaty 7 territory and oral practices of the Îyârhe Nakoda (Stoney Nakoda) – comprised of the Bearspaw First Nation, Chiniki First Nation, and Wesley First Nation – as well as the Tsuut'ina First Nation and the Blackfoot Confederacy comprised of the Siksika, Piikani, Kainai. We acknowledge that this territory is home to the Métis Nation of Alberta, Region 3, within the historical Northwest Métis homeland. We acknowledge all Nations who live, work and play, and help us steward this land, and honour and celebrate this territory. We commit to working to live in right relations and to advance Truth and Reconciliation.

Dr. Laci Ethier

Dr. Laci Ethier, founder and owner of Miywasin Wellness Inc. is a born healer. She grew up in rural Saskatchewan, in a family where she was taught to respect and live by the laws of nature. Laci comes from a long line of women with vision. In her years of post-secondary education, Laci found a passion for expanding her knowledge and is a life-long learner.

Laci is a Doctor of Traditional Chinese Medicine (TCMD), a Registered Acupuncturist (R.Ac.), and previously, a long-term and palliative care Nurse. Laci draws on her knowledge from both Eastern and Western medicine to care for her patients, giving her a strong ability to triage and diagnose. Compassion, truth, integrity, and the value of community is where she leads from. One of her visions is to have an Eastern Medicine Palliative & Hospice care program in Canada.

Dr Laci has a general practice with a primary focus on health promotion and prevention of illness. She is particularly drawn to helping people with the tough transitions in life; conception, birth, puberty, menopause, and dying. Utilizing a holistic approach, she loves to dig deep and take those who are willing on a health and self-care journey.

Laci believes that life is best lived in balance and in harmony with the earth. On her off time, you won't find her unless she wants you to. She will be home with the music cranked, doing healthy meal prep for the week; off wandering in the backcountry; or nose deep in a book.



Dr Laci will be available to treat you with ear seeds on Saturday and will lead us in Qi Gong on Sunday Morning

Jeannette Austin



With authenticity at the core of her work, Excello CEO, Jeannette Austin, recognizes the potential leader in all of us and is guided by the mantra that *no one needs to be perfect to be great.*

Jeannette built Excello from the ground up, focusing on her passion for helping business leaders become more polished managers and engaging speakers. She has more than a decade of consulting, training, and coaching experience, and 15-years of municipal government experience in planning, operational, and community service positions.

Working with GEMCO Enterprises and Community Futures Kamloops, she facilitated the Self-Employment business planning, marketing, management, and finance program.

Jeannette also has 10-years of invaluable customer care experience with several prominent companies throughout western Canada, including Kirk's Heating & Custom Sheet Metal Ltd. located in Three Hills, which she co-owns with her son.

Developing a lifestyle of joy and gratitude that includes self care is what is necessary to ensure you are resilient. You cannot fill up others from an empty cup.

*"I can't wait to host you for our second Women in Leadership Retreat" - ♡
Jeannette*

www.excello.ca



*Develop new connections
Expand your network
Renew your sense of purpose
Create an intention for your teams' culture
Understand mindfulness
Master your own comeback & self-care
Cultivate your own divine energy*

We can't wait to see you in Canmore!



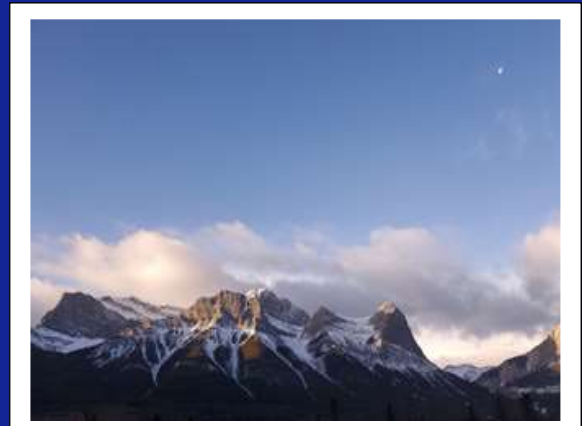
[Click Here to Register](#)

Email for any questions:

jeannette@excello.ca

Things to do in Canmore:

- Shopping
- Hiking
- Canmore Trail and Tales
- Canmore Cave Tours



EXCELLO