



Néos Delta
Pause. Reflect. Do.

Amalurra Eco-Resort, Spain, April, 2026

Retreat Guiding Principles

OPEN AND NON- JUDGEMENTAL:

Share experiences and tools without judgement. Time limit on soapboxes.

COLLABORATION

Explore possibilities for commercial collaboration and expansion of the body of work, grow our respective practices and continue the legacy of helping organisations create great places to work.

PREPARED TO SHARE:

Openly and willingly share tools and knowledge without preset restrictions or limitations.

ACCELERATED LEARNING:

We will not appropriate tools, processes, practices or approaches presented by other participants and use them for our own commercial purposes. We will work towards a common good.

LONG-TERM COMMITMENT:

We recognise that this endeavour will require work and commitment.

A Néos Delta Retreat

Evaluating the current status and options to advance the work of Elliott Jaques, Gillian Stamp, et al in the field of complexity based leadership & organisational design.

Néos Delta in collaboration is gathering together:

Progressive senior practitioners, interested professionals and executive leaders, both active and retired, with experience and knowledge in applying the practices of the complexity based principles of the Requisite body of knowledge.

Main Programme

The Workshop will be based on facilitated discussion groups and plenary sessions, in order to:

- Formulate a clear picture of 'where the work' is now globally.
- What have proven to be enduring principles to date in different global contexts (What are the TOP best practice, tools, systems).
- What has NOT worked and what can we do about it?
- What are the gaps that we need to fill going forward which are market driven? Informed by the pre-workshop session.
- What is our edge for market leadership in terms of healthy People, Organisations and Planet?
- What are your personal and professional needs?
- Where would we like to see the work in the next five, ten years and twenty years?

Plenary

We will follow up in plenary in order to consider:

- Summary of findings
- Action steps (if any).
- Accountability and leadership (where/if required).

Contribute

The pre-workshop programme will be presentations from selected participants on best of breed, new innovative directions, thinkings and models that are directly relevant to these complexity-based models of leadership.

Join Us

Join us to dive deep into the profound work of Elliott Jaques, Gillian Stamp et al and help shape how this work is taken forward.

To Book

To book contact:
andrew@neosdelta.com

Information

For more information contact:
andrew@neosdelta.com

Present

If you want to present at the 'Market Place' over the first two days indicate your proposed topic (see the list of areas we are particularly interested in).

Please email
andrew@neosdelta.com
with a brief summary introduction, purpose and take away points.



The Details

Néos Delta

Our purpose at Néos Delta is to open the path for transformative growth. We interrupt the busyness of life by bringing together capable, passionate people in inspiring locations. To reflect on life, issues, organisations, community and our planet.

Our work starts with inspiring locations and an experiential opportunity. We work face to face in high quality, but slow time. We work with people to co-create their future. This is work on long term ambitions. We help turn ambition into impact.

Alamuura Eco-Resort

Amalurra is an organic resort where nature inspires a feeling of wholeness, surrounding us with an environment that encourages laughter and happiness, in which we can share with others, work together and feel part of something greater, enabling us to grow together, find balance and look after ourselves and others.

Collaboration

This retreat is designed to harness the collective wisdom, tools, market savvy and creativity of our 'movement's members'. By engaging in thoughtful deliberation and collaborative decision-making, we aim to chart a clear and effective course for the future. We look forward to active participation, deep reflection and contributions.

Joining Instructions

Contact:
andrew@neodelta.com

Workshop Structure

- The workshop will use small groups sessions to gather diverse and shared viewpoints, collect information
- Conduct plenary sessions to evaluate insights and suggestions.
- Develop pathways and make strategic recommendations for the future.
- Social time, guest speakers, readings and creative session to assist

At Néos Delta we design retreats to provide slow-time space for long-time work.

Venue

Amalurra Eco-Resort, Spain. (35 minutes from Bilbao).

Website: <https://amalurra.com>

Cost

\$4,200 US (conference, board and lodging. Excludes travel and alcoholic beverages)

Early Bird Bookings

- Till end January 2026 - \$3,500
- Till end February 2026 - \$3,900

Cancellation policy

80% refund to January, 45% to 28th February and 10% to 31st March.

We are interested in hearing from you in you wish to present in the following fields.

- Authority and Accountability in highly networked and cross functional entities.
- Board & chairs.
- CEO & C-suite mentoring & coaching.
- Culture & Values including Spiral Dynamics.
- ESG & governance using complexity principles.
- Levels of Work/ Work Themes; Understanding of changing nature of at the different Work Themes.
- Marketing approaches.
- Organisational diagnostics & tools.
- Organisational restructuring – Requisite/work themes/sociocracy holocracy/agile. structure for membership owned networks/ Cooperatives.
- Performance evaluation & management
- Talent identification, management & development.
- Team working.
- Teaching, Research & Learning
- Technology & AI membership owned networks /cooperatives.
- Time spans & time horizons
- Work Themes of corporate citizenship, prescience, emergent / Levels VI, VII and VIII
- Work systems analysis, systems change, whole systems dynamics.

Partners

This event is brought to you by Néos Delta – a provider of immersive retreats and programs that blend societal impact with personal transformation, setting a new benchmark in this fragmented market and, BIOSS Southern Africa, CORE International (Canada) and The Working Journey (Australia).



The Néos Delta approach.

All Néos Delta retreats and workshops are connected by major themes or 'golden threads':

- Taking the long view about what it means to find meaning in life.
- Radical collaboration on climate and nature.
- What it means to be deeply human.

Facilitators

Néos Delta will be facilitating this event. Facilitators are senior and experienced board level executives and former CEOs.