



*This program is facilitated
in Latin America by*



PEOPLE SPRING CAMP

Tinkunaku Patagonia

October 24, 25 & 26, 2024



Tinkunaku

"Tinkunaku" is a word that comes from the Quechua language, spoken by various indigenous peoples in South America.

Generally, "tinkunaku" connotes a sense of meeting, union, or convergence, and it is often used to express the idea of connection or unity between people, places, or ideas.

We would like to invite you to share,

along with colleagues and leaders in the People and Culture area in Hispanic America, a unique meeting space where this Tinkunaku allows us to add perspectives and build new momentum in the way we lead in these times.

What is the future of work asking of me as a professional in the field?

How does my personal purpose align with this moment in the world?

What do I need to be, do, and express?

What is this Program for?





Recent reports(*) reveal that 95% of leaders in People and Culture roles find their function to be overly burdensome and stressful.

Only 29% feel that their work is valued. Additionally, 76% of their key stakeholders state that the current focus of the area remains administrative and process-oriented, while organizations need them to evolve towards a more strategic and consultative role.

This complexity invites us to inhabit ambiguity and embrace the constant paradoxes that emerge, such as: "91% of People and Culture leaders express enthusiasm for their vocation and the potential of the function, yet 81% report experiencing burnout and even 62% are considering leaving the role."

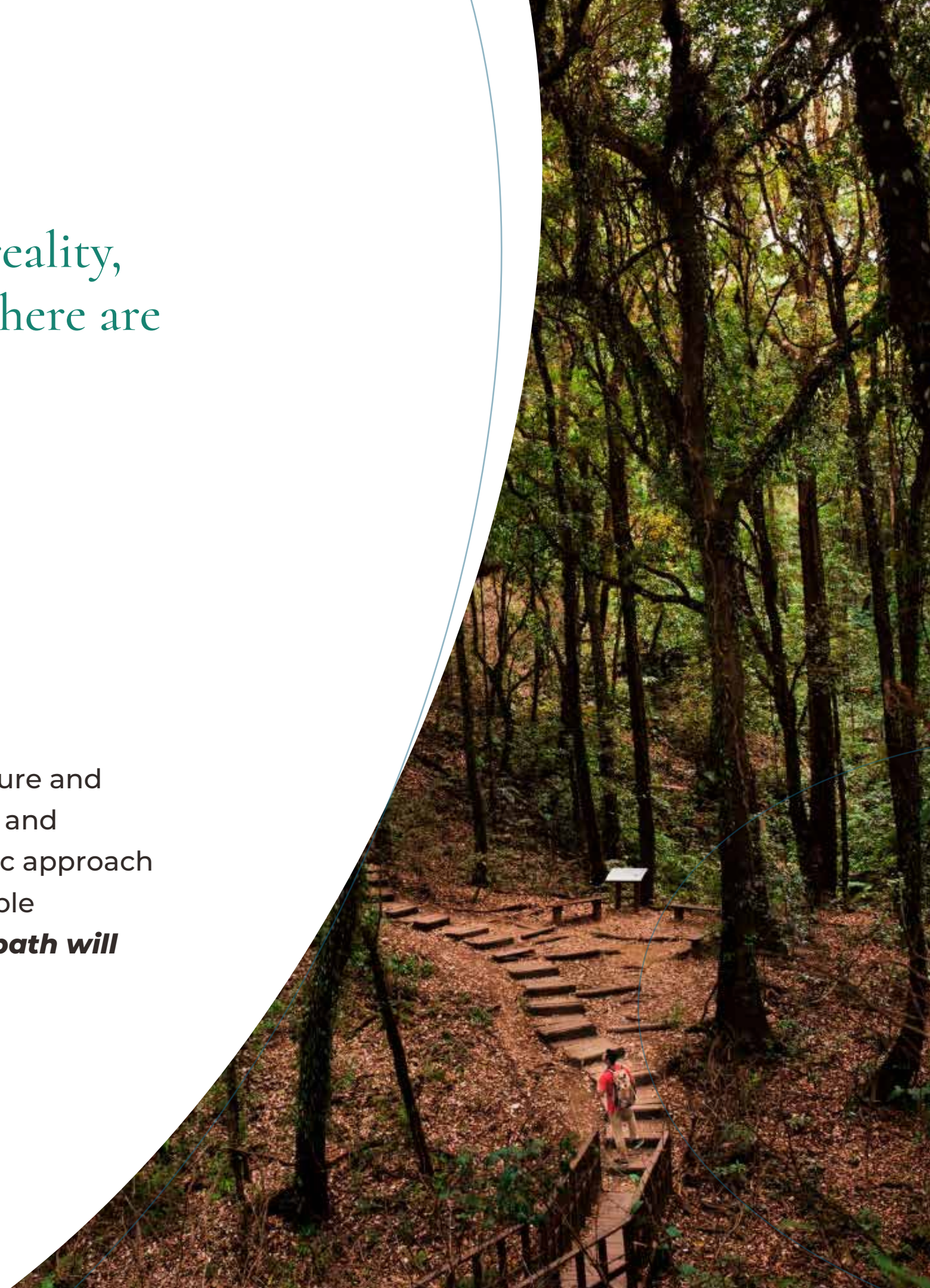
The changes that have impacted businesses and cultures over recent years have been drastic and show no signs of slowing down.

(*) Source: Research report "The Changing Face of HR in 2024" by SAGE

We inhabit an increasingly fragile and fragmented reality, where relationships are strained by anxiety, where there are no linear paths, and reality becomes ever more incomprehensible.

These challenges present a unique opportunity to reconnect with the values under which we are working and understanding our businesses and organizations.

The way is opening to rethink how current culture and practices influence our way of being in the role and organization. Embracing a more human, holistic approach with the person at the center seems an inevitable necessity today. ***Those who dare to lead this path will establish the trail that others will follow.***



Who is it for?

- Are you leading a People and Culture area and in need of a space to connect with your own search and purpose?
- Do you feel the call to step out of the familiar and dare to explore and propose new ways to support people within organizations?
- Do you feel the tension of carrying cultural transformation against the current?

If these questions resonate with you, the good news is that many of us are on the same quest! We invite you to join us and explore new possibilities in community.

We have designed an experience thoughtfully crafted for those who are willing to challenge the way culture, relationships, and people development are conceived by proposing alternative options.



What will the People Spring Camp offer you?

- Recognize the paradoxes and dilemmas faced in your role, and dare to move beyond known responses to inhabit the questions, unlearn the familiar, and explore new territories and possibilities.
- Experience a moment of pause and reflection, essential for gaining perspective that leads to greater personal well-being as well as effectiveness and impact in your role.
- Connect with your authentic self and your talents to serve a Holistic Leadership that positively impacts the organizational ecosystem.
- Expand your awareness and gain the courage to take action on your desires.
- In community, discover alternative ways of perceiving the reality of being and doing leadership within organizations.



2025

We invite you to experience this immersive three-day event in the Argentine Patagonia, in a privileged environment of lake and mountains, being part of a unique ecosystem with all that Spring has to offer to awaken and bloom.

The gathering will take place at Estancia Peuma-Hue, located just twenty minutes from Bariloche, Argentine Patagonia.



Estancia
Peuma Hue

An eco-lodge and mountain hotel, Peuma-Hue is a destination for multi-adventure and wellness in itself. Estancia Peuma-Hue is a 5-star boutique hotel and a sustainable eco-tourism experience within 210 hectares of mountains, valley, virgin forests, waterfalls, streams, and 4 km of lake shoreline, in the heart of Nahuel Huapi National Park.

www.peuma-hue.com





About the team

We are a team that longs to build a different space for those who have the mission of working for and for people in different kind of organizations. We believe that it is possible to create more humane work environments.



We are Cecilia Esteves, Cecilia Rodríguez and Mariana Urbancic.

Together, we bring together professional paths in leadership and management roles in the local and regional HR area across various industries. We have specialized in the field of human and organizational behavior, and we have extensive experience in developing consultancy and facilitating learning.

We are united by a vocation for human development, a love for nature, a passion for creating, and a trust in life.

We look forward to having you join us in this construction of the future together!

Tinkunako Team

www.rh-latam.com

www.avvartes.com

About the Investment:

Early Bird: 3200.- USD (Paying before August 24)

Regular Rate: 3500.- USD

The mentioned rates include:

- Accommodation and meals at Estancia Peuma-Hue (full board)
- Materials
- Round-trip transfer from Bariloche airport to the hotel
- Immersive nature practice

The People Spring Camp will proceed with a minimum group of 9 registered participants and a maximum of 15.



FOR MORE INFORMATION CONTACT:
Antonella Gatica: (+54 9 11) 3587-8911
antonella.gatica@rh-latam.com

