

# Group Coaching Japan

*A uniquely curated group coaching programme hosted in Northern Japan*

## Overview

Some leadership conversations do not emerge through intention, technique, or effort. They emerge when conditions are sufficiently contained to allow attention to settle, listening to deepen, and habitual roles to loosen their grip.

This unique group coaching programme offers senior leaders and professionals the opportunity to step out of daily organisational demands and enter a space held by continuity, simplicity, and restraint; a setting in which reflection, dialogue, and creative capacity can unfold without pressure.

The work is grounded in the understanding that leadership does not arise in isolation. Individuals and groups respond, often unconsciously, to pace, boundaries, expectations, and spatial conditions. When these conditions are overly dense with demand, reflection narrows, and dialogue remains functional. When they are sufficiently contained, something else can become possible.

## The setting

The programme takes place in the Iwate prefecture in Northern Japan. Most days, it will be hosted in Appi Kogen, one of Japan's premier mountain resorts, located in the Iwate prefecture of the Tohoku region.

A programme highlight will be a visit to the Myoto-ji in Kitakami, a Zen buddhist temple held by my family's custodianship across generations. It is a working, lived place; not a destination designed for visitors or events. Very little has been added to this place over time.

This restraint matters. When a place does not demand response or explanation, it leaves space. And in that space, participants may notice what usually remains in the background: their own tempo, their listening habits, and their relationship to silence, to others, and to themselves.

The programme is not framed as a spiritual experience or leadership destination. It serves as a contained setting that does not interfere.

## Who this programme is for

Individuals, small groups or teams of senior professionals and senior leaders. Participants come from different roles, organisations, and sectors. Business-fluency in English is required. This programme attracts groups willing to engage in reflective dialogue and group-based learning.

## The work

Participants work on their own concrete professional questions and leadership contexts, using the group as a reflective space. The focus is not on performance or optimisation, but on:

- Deepening self-awareness and understanding of group dynamics
- Entering a well-contained space for thoughtful, non-performative dialogue
- Exploring real professional cases with the support of peers
- Learning creativity-based and reflective practices that can be taken back into organisational life

The work is guided through conversation, reflection, free association, and creativity-based methods (Sōzō-sei no Tenkai®), drawing on systems psychodynamics and coaching in change.

What often emerges are subtle shifts: a slowing of internal pace, a different quality of attention, and a more direct way of engaging with complexity.

## Programme format

- Preparation: Logistics alignment call, personal coaching dialogue, and individual pre-work ahead of the programme
- Arrival & welcome: One night in Morioka, Iwate prefecture
- Group coaching programme: Four-day programme, spread across five days, hosted in Appi, Iwate prefecture, and Myoto-ji temple, Kitakami, Iwate prefecture
- Follow-up: Follow-up group dialogue and reflections (online)

## Dates *(arrival and departure days)*

- Option 1: May 24 to May 28, 2026 – *registration closed*  
(excluding 1-2 additional optional day/s for attending an onsite Zen Buddhist ceremony, which is hosted at Myoto-ji every 18<sup>th</sup> year)
- Option 2: July 10 to July 14, 2026
- Option 3: Further programme dates in 2026, 2027 and subsequent years can be evaluated and confirmed upon request

## Practical notes

- Group size: maximum 10 participants
- Flight to Japan and Shinkansen transfer to Morioka, Iwate prefecture, is self-organised
- Myoto-ji temple is an active site; the premises are used respectfully
- Accommodation is in carefully chosen hotels (not at the temple)

## Pricing and insurance

Pricing information upon request.

Included: Programme format over the course of five days, accommodation, meals, and transfers.  
Not included: Flight from home location to Japan and Shinkansen transfer to Morioka, Iwate prefecture; and insurances.

### **Facilitation and commitment**

The programme is facilitated by [Susann Naomi Israel](#), Executive & Group Coach and Organisational Development Consultant, trained at INSEAD in system psychodynamics and coaching in change.

The work is guided by the principles of the EMCC Global Code of Ethics and a strong commitment to creating safe, contained spaces for serious leadership dialogue.

### **Contact**

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