

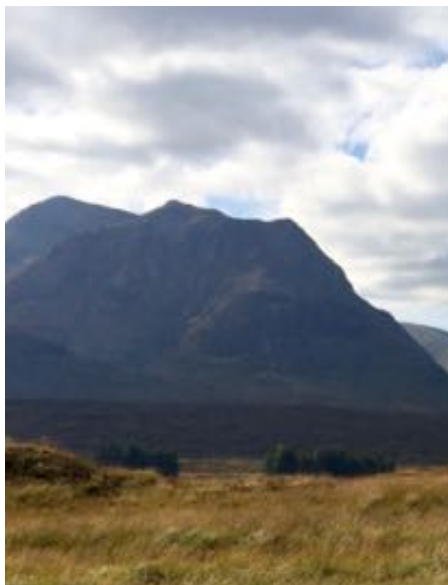
# Ask the Highlands

The mountain is in front of me; I turn around,  
and already, the mountain is behind me

## Highlands

### Brief overview

changetrek  
reinventing organisations



#### Heart and goal of the journey

You will spend 4 days in the Scottish Highlands with a group of people. It gives you the opportunity for intense reflection on personal leadership and taking responsibility for matters that are really important to you. You will set off with a personal question. This journey can be extended and become part of a larger coaching journey of 3 or more months.

#### Inspiration

We will be hiking for around 6 hours a day through the naked Highlands, with its abandoned peat and heather uplands, elongated valleys, deep lochs (lakes) and jagged granite peaks, some of which are completely isolated. This journey through the Highlands, this road of reflection, will help you find answers that are short and powerful and stripped of all unnecessary details or frills.

#### A meeting with yourself

with your tricks and your plays, your values and choices and your free will, and how they help or hinder you. Every evening, the physical satisfaction in your body will help you to get deeper into your personal question. Your fellow travellers ask you questions, give their perspective and show their wonder when you have gained new insights. You make an inner decision that will be symbolically endorsed with a ritual.

#### Location

Fort William is a town in the west Highlands area, 160 km north of Glasgow. It is located on the shores of Loch Linnhe, in the shadow of Ben Nevis, the highest mountain in the UK.

Glen Coe is a valley in the Scottish Highlands. The valley is named after the river flowing through the Coe. Around the valley there are several Munros, mountains of at least 3,000 feet.

**Group size:** between 4 and 12 participants. Wout Janssens and Maarten Swinkels will be your guides

**When:** 5 – 8 October 2025.

#### Package:

Highlands: € 2450,00, excl. 21 % VAT. This includes intake and evaluation, as well as travel and accommodation (full pension).

Everyone can sign up for this journey. Most members register as business participants. Private individuals are of course welcome to participate. In that case we can discuss VAT and fee.

Additional costs due to ticket and fuel changes are possible.

#### Contact:

If you would like more information, or sign up, contact us on [maarten.swinkels@changetrek.nl](mailto:maarten.swinkels@changetrek.nl)

or call Maarten Swinkels  
on +31 6 30 16 3839.

# Programme Highlands



## Programme briefly

1. On day 1 we fly to Glasgow or Edinburgh and drive to the west-highlands, near Glencoe and Fort William. There we take our first hike. On this first day we explore together your personal question or issue and what it is that makes it difficult for you to deal with it.
2. On day 2 we take a longer hike. We investigate what stops or hinders you to do what you actually want to do; what causes you to keep displaying the same behaviour and pattern and what should you stop doing?
3. On day 3 we take a long hike and try to visit a whisky distillery. We explore how to break through your dysfunctional patterns so that the goal that you are aiming for becomes possible.
4. On day 4 we take stock of all the insights and results that you've received in the Highlands. You are going to decide on what it is that you really want to do and how it will become visible in your actions back home.
5. In the afternoon we drive back to the airport and take an early evening flight back to Schiphol.

## Possible journeys to take

You can choose to do the Scotland trip as an important stand-alone journey to self-discovery, or as the start of a coaching programme or as finalisation or confirmation of an on-going coaching process.

If you choose to consider the Scotland trip as part of a longer personal journey, it may consist of the following components:

➤ intake: an individual interview in which themes and personal questions are explored

➤ a meeting with the group, accompanied by the coach. Personal questions are shared and inspiration for the coming explorations is discussed.

➤ 4-week individual sessions with a weekly incentive / impulse from coach (book, text, phone, video etc.)

➤ 4-day journey to Scotland

➤ another 4 weeks of sessions with weekly stimuli and inspiration: translating choices and insights into specific behaviour

➤ a meeting with the team, setting yourself a challenge to do with your decision and intended behaviour

➤ final talk and round up of Change Trek

## Mental preparation

In the weeks before flying to Scotland, we invite you to think carefully about what personal question you could have and what you would like to get from your Highlands-journey. Let your thoughts flow freely on the following two issues:

- What question keeps me constantly, or often, occupied in my mind?
- What would I really want and what decision requires this from me?

We also ask you to bring a play list with music that really touches and inspires you.

## Physical preparation

Attention to your physical well-being is important. We make 3 outdoor treks of about 6 hours on uneven ground, so a positive spirit and the will to move forward are very important

In the outdoors we will all work through our personal questions and try to have fun as well.

## What to pack?

- ☞ Hiking boots
- ☞ 4 pairs of socks
- ☞ Shirts
- ☞ Hiking trouser and a spare
- ☞ Waterproof clothing for whole body
- ☞ Warm pullover or fleece
- ☞ Gloves
- ☞ Cap
- ☞ Backpack and plastic bags to keep things dry
- ☞ Thermo bottle for warm drink and water bottle
- ☞ Adhesive plaster
- ☞ A can of perseverance

## This journey offers you

- ☞ A lot of fun
- ☞ Valuable companions
- ☞ Mental, physical, emotional and spiritual well-being
- ☞ Being outside in impressive surroundings
- ☞ Creative impulse
- ☞ Personal development and growth
- ☞ New space
- ☞ Agreements with yourself
- ☞ A moving experience
- ☞ Marking a new road
- ☞ Goodbye to hindering limitations
- ☞ Tasting whiskey