THE SHIFT · 3–6 JUNE 2027 · YŪGEN FOREST, NL

AI can make your company faster. Or it can make it come alive.

Four days in nature with 40 founders and CEOs, to choose the second road and design how your company gets there.



Impression

THE CHOICE

Road one
AI makes the old pyramid faster. Decisions keep running from the top.

HAPPENS BY DEFAULT

Road two
Small, trusted teams, kept in sync by AI. People at the creative edge.

BUILT BY CHOICE

HOW YOU GET THERE: THREE SHIFTS

The leader
From Achiever to Strategist: you design the system that decides well.

The organization
Small teams with clear decision rights and a shared culture code.

The backbone
AI carries the coordination. People do the work only people can do.

WHAT YOU TAKE HOME

Your leadership, measured
A Conscious States of Leadership scan before, and again 90 days after.

A redesign plan
Your company's next form, and your first 90-day experiment.

A cohort that keeps going
Six months of meetings with your peers, and a shared space to keep learning and trading AI ideas.

THE FOUR DAYS

Thu
Where you stand: your scan, and what AI changes

Fri
Your company seen clearly, plus Immunity to Change with Navin Lal

Sat
Design your company's next form, AI at the table

Sun
Closing circle, home by lunch



For owner-CEOs, founders and C-suite leaders of companies of 50 to 1,000 people. Hosted by Loes Fokker, Claus-Bernhard Pakleppa and Krys Karolczak. Powered by The Argonauts, with TPC Leadership.

Thu 3 June 15:00 – Sun 6 June 11:00 · Yūgen Forest, Dronten (NL)
All meals and three nights on site · 40 places
€2,800 early bird until 15 December 2026 · €3,200 regular · excl. VAT

Request your invitation

theshiftgathering.com

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The details, for those who want to read on

WHY NOW

AI is changing how companies can be organized. Most will use it to make the old pyramid faster: agents fill the middle, decisions keep running from the top. That happens by default.

The other road has to be built on purpose: small, trusted teams that decide fast, kept in sync by AI, with people at the creative edge. A company good for its people and for the world around it.

58%

of the workday goes to coordination (Asana)

2×

what AI delivers depends twice as much on culture as on individual skills (Microsoft & LinkedIn, 2026)

THE THREE SHIFTS IN DEPTH

The leader. From Achiever (I deliver, I decide) to Strategist (I design the system that decides well). Teams and AI can only take over what you are ready to let go of.

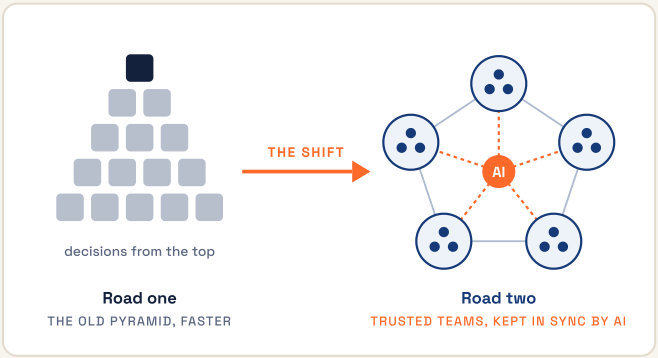
The organization. Small teams with clear decision rights instead of more layers, and a culture code: written principles every person, and every AI agent, can work from.

The backbone. AI carries the coordination and keeps the whole in sync, so people have time for the work only people can do.

WHO IT IS FOR

Owner-CEOs and managing directors of companies of 50 to 1,000 people, many from YPO and EO. Founders of tech companies and scale-ups. C-suite leaders carrying a transformation.

Everyone in the room is a speaker. We bring frameworks and ways to start. You bring yours. We do it together.



WHAT YOU TAKE HOME, IN FULL

Your leadership, measured. The Conscious States of Leadership scan shows where you lead from today. We measure again 90 days after June, so you see your own shift in black and white.

A redesign plan for your company. A new organization design, the leadership shift it asks of you, and human-centred technology to carry it, so your company adapts faster and grows. Including your first 90-day experiment.

A breakthrough on what holds you back. An Immunity to Change deep-dive with Navin Lal, linked directly to revenue and results.

A cohort that keeps going. A board of peers who build companies themselves, six months of implementation support with your small group, and a shared space to keep learning and trading AI ideas.

THE FOUR DAYS

Thu	Where you stand: your scan results, and a shared picture of what AI changes in how companies run.
Fri	Your company, seen clearly: open up your structure with peers, choose your direction.
Sat	The way there: design your company's next form with AI at the table, commit to what you change at home.
Sun	Closing circle, depart 11:00.

Why nature? Clear thinking needs distance from the office: three nights in glamping tents and tipis, long tables, a fire.

WHO IS BEHIND IT



Loes Fokker Organizational psychologist, YPO forum facilitator, creator of Conscious States of Leadership. Inspired Advisory, NL.



Claus-Bernhard Pakleppa Twenty years of organization design; his own firm runs on AI for two thirds of its work. p4d, DE.



Krys Karolczak Founder of Inwedo, builds AI teams for founders. startcreating.ai, PL.

Navin Lal TPC Leadership. PhD in neuroscience, guides leaders through vertical development.

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