On the beautiful Greek island of Patmos is a unique, future-thinking village.

A space to breathe, laugh and learn to manage our Planet, People and a Profitable Performance!

Opening June 2017

...incredible courses and programmes to grow incredible minds
Meloi Bay

Meloi Bay is the perfect blend of quiet and privacy within easy reach of the bustling village and port of Skala and its many restaurants, tavernas, shops and facilities. Meloi Bay is the most protected bay on the island. Our hill deflects the strong summer winds, leaving a light cooling breeze. One road in and out dissuades meaningless emitters, and our small bay invites few rather than many yachts to moor.

Patmos has a population of 2,998 and an area of 34.05 km². In 1999, the island’s historic center Chora, along with the Monastery of Saint John the Theologian and the Cave of the Apocalypse, were declared World Heritage Sites by UNESCO. In 2009, Forbes magazine named Patmos “Europe’s most idyllic place to live”, writing that “Patmos has evolved over the centuries but has not lost its air of quiet tranquility, which is one reason why people that know it return again and again”.

Early morning swimming in the still and peaceful sea is blissful; whether for fitness or fun, there are few better ways to start or end the day. Trees line the bay, affording shade as the sun rises into it. We have visitors but few, even in the height of summer. A wonderful taverna runs throughout the summer offering local cuisine within metres of the beach.
eCALA

Developing brilliant leaders

Set on the beautiful Greek island of Patmos in the Dodecanese, on the shores of a secluded cove facing the sunrise, eCALA is a leadership village created for brilliant, memorable gatherings. Specifically chosen as one of the most private and untouched islands in the Dodecanese: no busy airport or hordes of tourists, and easily accessible to those who want less noise and more thought. It has been picked for its energy, location between three continents, and not least because it is both a perfect microcosm of the challenges tomorrow’s leaders face as well as an incubator for solutions.

What is the need for an eCALA?

“There is an elephant in the room - no one is doing enough about tomorrow!”

eCALA is a ‘bleeding necessity’ ...........bleeding at the cutting edge of developing tomorrow’s leaders. 
There is an elephant in the room - we all know we are destroying our only system faster than we can currently repair it and we need a new approach to leadership and leaders now. 
We need systems thinkers who account for the full impact of decisions across the system and into the future and are strong enough to resist chasing only this year’s profit target. 
Individuals and groups capable of understanding, leading and managing planet, people and profit as ‘one system’

How will eCALA meet this need?

Background

Two decades ago, the founder of eCALA set up a new approach to developing business leaders and businesses (www.ipmsglobal.com) through business toolkits and systems thinking. At the time it was heavily questioned and criticised. Leaders were used to ‘kicking the leaves’ in the beautiful grounds of international business schools; debating, networking, completing their six weeks and then returning to their desks with everything ‘locked in their heads’. The benefits of their attendance were often unapparent in their behaviour, performance, business or people. 
IPMS business toolkits changed this forever, and are used and renowned globally by those who develop leaders, as well as the many thousands who have graduated through the ‘application of learning’ and not just learning itself. Testimonies can be read and watched at www.ipmsglobal.com.

eCALA starts this quest again, cutting the edge into the future of growing leaders. 
eCALA stands for ‘european Central Asia and Africa Leadership Academy’. It will connect continents and their current and future leaders through life changing programmes, all aimed to address the single system we are all part of, under the term we have chosen: Planet, People Profit.

Our Mission for our Students:

Attending eCALA is a life changing event for each individual. 
Through courses of exceptional quality and in a centre that is utterly unique, eCALA seeks to facilitate the deepest and most profound development of new leadership, through programmes which embrace a non-sectarian principle but send out leaders who can change their world.
Making Planet People Profit understandable, accessible and viable at eCALA

Today, whole countries teach 9 year old children the ‘Triple Bottom Line’ as one system and the kids get it immediately and can implement it completely. Today, adults need a little more assistance to first loosen the ‘mental plaque’ built up by social conditioning, hard-set beliefs and assumptions.

The principle of adopting the system and three elements of the ‘Triple Bottom Line’ (Planet People Profit) ensures that as we develop individuals, they are constantly aware of the interdependency between the three parts as they become practitioners in one of them. Future leaders will need this.

Who will come on, or send people to, eCALA courses?

Contemporary interest and value
In designing the programmes we offer, we have considered the balance of needs, objectives and interests, as well as the prejudices and limiting beliefs of our target audience and their sponsors.

The Green party didn’t exist in Europe 50 years ago; today they command millions of votes, sit in government coalitions and have encouraged billions of others to see reforestation, waste and water management as an immediate necessity.

Our programmes on Planet and People might be seen as too ‘green’ or too ‘alternative’ for some. However with social media in the hands of our target audience, very few are unfamiliar with the effects of deforestation, water and waste destruction, broken communities, poverty and oppression. Those beyond fixing it may scoff and hang their heads but those inheriting it want the tools to fix it.

Business Profit programmes offered by IPMS Global embrace the Triple Bottom Line and show leaders how to to drive at Profit in harmony with Planet and People.

People programmes also suffer another prejudice - being labelled ‘too alternative’ - except that most of our business courses start with yoga or meditation, as a request from our clients. Mindfulness has become a core competence!

If leaders are not ahead i.e. already in tomorrow and can lead us through it, who is there to follow? The world is moving too fast and leaders need to be capable of looking over the horizon.

Millennials within our target audience
Our programmes are regardless of age because we first follow interest and passion led audiences..... plus we keep a eye on ‘how it will be’ and not just ‘how it has been’.

An exciting dimension to the eCALA ‘bleeding the edge’ is the dynamic of the millennials: their interests and habits and the power of the social media in feeding these attributes. These are the future decision makers, law makers and profit makers, and they must be our target audience; millenials are least likely to be hampered by limiting beliefs and assumptions.

Corporate Social Responsibility programmes are on the Boardroom agenda, so we have many potential sponsors of the very solutions eCALA will offer on the Triple Bottom Line.
Who wants to become a practitioner at eCALA courses?

**Business programmes**

Business programmes offered by IPMS Global embrace the Triple Bottom Line drive at Profit in harmony with Planet and People. These are our historic known and attended programmes. There is a completely integrated set of leadership programmes through levels, as well as within each level, delving into the key areas of management performance for each level. Visit [www.ipmsglobal.com](http://www.ipmsglobal.com) to see the matrix and the range of business programmes.

**Planet programmes**

As indicated, practitioner programmes on Planet and People appeal to organisations, corporates and adults who comprehend the effects of deforestation, water quality, waste, and broken communities, poverty and oppression. They want to do something about it but have limited choice or knowledge on what or where to channel their energy.

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### In 2014, Fortune 500 Companies spent in excess of $15 billion on Corporate Social Responsibility

The EU is extremely focused on funding these areas, see examples below:

<table>
<thead>
<tr>
<th>European Agricultural Fund for Rural Development (EAFRD) covering farming and forestry</th>
<th>European Social Fund (ESF) to Investing in human capital to improve job opportunities for all EU citizens</th>
</tr>
</thead>
<tbody>
<tr>
<td>€95 Billion</td>
<td>€80 Billion</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Horizon 2020 including €4 billion for sustainable agriculture, forestry, food, bioeconomy and marine resources</th>
<th>Eurostar Grants for development of new products, services or processes</th>
<th>Competitiveness of Enterprises and Small &amp; Medium Sized Enterprises (SMEs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>€80 Billion</td>
<td>€1 Billion</td>
<td>€2.3 Billion</td>
</tr>
</tbody>
</table>

### People programmes

People programmes are also massively in demand; in 2014 in the USA alone people spent in excess of $11 billion on personal development of all kinds from body health to mental and spiritual health. With our target audience these programmes are no longer weird or taboo, they are mainstream now, but there is a shortage of great practitioners. The Times of India reported recently (June 2015) a 30% shortage in highly qualified yoga teachers to meet international demand. Oddly enough another statistic is quoted as 90 percent of certified teachers who apply for teaching jobs state they didn’t actually learn how to teach during their coursework. (attributed)

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### In 2014, individuals in the USA alone spent $11 billion on personal training and development
Becoming a Practitioner

Our purpose is to develop practitioners capable of delivering some or all of the ‘Triple Bottom Line’.

(Planet People and Profit)

A practitioner trained at eCALA will be capable of:

• Directly applying what they have learned, and achieve clear goals and outcomes.
• Facilitating others in the process of application.
• Passing on what they have learned without necessarily being a qualified teacher.

We practise the mantra of ‘less is more’ which means there are these three brilliant subjects: Planet People Profit with four types of programme within each one.

It is worth noting that Profit is not necessarily ‘measured by money’ - it is as much about economic affordability, sustainability and reinvestment.

Courses, course sizes and village population

All courses are lead by internationally renowned teachers. Duration is one, two or more weeks. Some courses rejoin for a further one or two weeks in the same year or season.

Course sizes are from 8 to 16 people. The maximum population of the eCALA village in any given week is 64 practitioners.
**Becoming a Practitioner - the journey**

**The Principle**

- eCALA is not just a holiday destination. Of course we want you to breathe, laugh and learn, as well as develop skills, hone goals and leave invigorated.
- We provide brilliant facilitators capable of developing current and new skills, develop you as a practitioner and/or taking your practice further with and through others.
- What you start becomes a project and a passion, and we stay with you both as you execute what you have learned and as an alumus, invited back to anniversaries and other events at eCALA.

**The Preparation**

- We expect you to be ready for the programme you have selected, you may receive materials to read, work to complete and submit and we expect you to manage yourself to achieve this.

**The Post-eCALA project execution period**

- Leaving your programme at eCALA is just the end of the beginning. Programmes include a project to execute on which you can work with your facilitator and/or in the eCALA group you joined to achieve this.
- Your facilitator is expecting to hear from you as you enter the ‘execution’ period and is expecting to give you feedback and assess your progress.
- The project execution period is the most vital period of the process as you are now ‘practicing’ what you have learned, with the anticipation of shifts, changes and objectives being achieved.

**The Proposition**

- We are focused on developing practitioners, this is expensive because you will be trained to ‘practice’ what you have learned and your facilitator stays with you post the eCALA programme.
- Expect to invest from €2,000 for a week on your development as a practitioner. Two weeks will be from €4,000. Prices are shown on each programme page and can be funded by a sponsor or by you.
- eCALA provides you with world-class accommodation, courses, breakfasts and lunches. Evening meals are paid for by eCALA and provided by neighbouring restaurants. Drinks including alcohol (note you are here to study and develop skills) are all complimentary.
- eCALA is also on a particularly beautiful island, away from the mainstream and surrounded by other beautiful, sparsely inhabited islands. Your stay will include trips around the island and complimentary boat trip to Arki for swimming, a long, late lunch, drinks and laughter, including a chance to – if you do! – dance.
- All programmes also offer optional complimentary events exploration of Patmos by sea kayak, guided walks of the island and visits to the monastery, the nunnery and the Cave of the Apocalypse.
- eCALA also offers drop in meditation, restorative yoga or relaxation sound baths.
Becoming a Practitioner - the programmes

- **In 2017** we will operate a shorter 17 week season and will be offering programmes on **People and Profitable Performance**.

- **In 2018** we will be open for 26 weeks from mid-April and we will be offering all programmes on **Planet, People and Profitable Performance**.

- All **Planet programmes** begin with teaching every student the **Eight Stages of Business Readiness** (see Profitable Performance tab for details). This provides every **Planet student** with an entire end-to-end business management system – setting up a new business or rejuvenating an existing one.

Planet programmes **will be announced in detail in early 2017 therefore no details are published in this document.**

They programmes are all part of our ‘one system’ – Water, Forests, Habitation and Waste Management. These are designed to appeal to individuals, organisations such as the EU and for-profit corporates seeking to address their corporate social responsibilities.

Most adults comprehend the effects of deforestation, water quality, waste, and broken communities, poverty and oppression and some want to learn how to do something about it.

Each of these subjects constitutes a major programme and these programmes will offer a complete practitioner solution. Some programmes will span across all 26 weeks, with multiple sessions across the whole season and into the following year.

**People programmes**

People programmes give busy people the space to stop, breathe and connect with themselves. The aim is to relax and restore, develop skills or a practice and, for those who want to, to explore or confirm your purpose.

We offer excellent facilitators, who are humbly focused on developing you and your practice, at your pace, in the spirit of self leadership. Programmes average 10 people, with a limit of 12 people, to allow focus on individual needs.

The Breathe, Laugh, Learn programme provides 2 weeks of restorative therapies, the opportunity to train in some of these and/or to attend some business modules.

Three 1 week programmes Connect, Restore, Create focus on developing various specific skills or practices. We conclude our season with another 1 week programme, a lighthearted experience for those who want to Explore Patmos.

**Profitable Performance programmes**

These programmes are about people applying their purpose and vision to a commercial or non commercial operation. They are the renowned and respected business programmes offered by IPMS Global.

The major programme **The Eight Stages of Business Readiness** provides an entire end-to-end business management system – setting up a new business or rejuvenating an existing one.

In addition there are individual programmes develop specific skills in Servant Leadership, Systems Thinking and Innovation.
Breathe, Laugh and Learn

Duration: Two weeks at eCALA – two x 5-day programme with additional complimentary trips, experiences and business courses.

Outcome: You will leave feeling restored with a new sense of purpose, having potentially developed a practice or skills, which may include business management skills.

Course details
Definition
Two weeks of nourishment for your whole system, through restorative therapies – metamorphic technique, mindfulness, meditation, shiatsu, Indian head massage, aromatherapy, yoga nidra, sound healing, reflexology, breath work. It’s ideal for people just needing a break, as well as those looking to explore various people therapies with a view to undertaking further training in one or some of them. Within the two weeks, a number of business course modules are also offered on defining self purpose, setting up or running a successful practice/business, leadership and team building or innovation.

Explanation
You can take what you learn back to nourish yourself at home. You will also have the foundation certificate in some of the therapies.

Example
Facilitated by multiple professional, trained facilitators you will follow their example to develop practical skills.

Practise
Working with small, focused groups to really understand and explore your chosen techniques, learning by application.

Cost
€3,995 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and support.
### Connect

**Duration:** One week at eCALA developing your practice whether in Yoga, Tai Chi or Running.

**Outcome:** You will leave having developed your technique, improved your practice with a clear developmental goal.

#### Course details

**Definition**  
This is a 5 day programme in Yoga, Tai Chi or Running

**Explanation**  
Over the 5 days you will focus on developing techniques and a plan to to develop your practice

**Example**  
Facilitated by a handpicked professional, trained facilitator you will follow their example to develop your technique and practice

**Practise**  
Working with small, focused groups to really understand and explore your chosen techniques, learning by application and feedback from your facilitator.

**Cost**  
€1,995 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and support

### Restore

**Duration:** One week at eCALA developing your practice whether in Reiki, Pilates, Energy Psychotherapy, Cranio-Sacral therapy, Massage-Anatomy-Physiology.

**Outcome:** You will leave having developed your technique, developed your practice with a clear developmental goal.

#### Course details

**Definition**  
This programme will offer one 5-day session on Reiki, Pilates, Energy Psychotherapy, Cranio-Sacral therapy, Massage-Anatomy-Physiology.

**Explanation**  
Over the 5 days you will focus on developing techniques and a plan to to develop your practice

**Example**  
Facilitated by a handpicked professional, trained facilitator you will follow their example to develop your technique and practice

**Practise**  
Working with small, focused groups to really understand and explore your chosen techniques, learning by application and feedback from your handpicked facilitator

**Cost**  
€1,995 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and support
<table>
<thead>
<tr>
<th>Create</th>
<th>Explore</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Duration:</strong> One week at eCALA having enormous fun, learning and enjoying anything from: patchwork quilting; painting; drawing; writing; poetry; cooking &amp; drinking or photography.</td>
<td><strong>Duration:</strong> One week at eCALA having enormous fun, learning, enjoying walks, touring and kayaking while exploring Greek mythology, history, wildlife, sea journeys, Patmos trails, monasteries and the nunnery.</td>
</tr>
<tr>
<td><strong>Outcome:</strong> You will leave having developed your technique, developed your practice with a clear developmental goal.</td>
<td><strong>Outcome:</strong> You will leave having developed a deeper knowledge of how to ‘explore’ the whole landscape of a place you visit.</td>
</tr>
</tbody>
</table>

### Course details

#### Definition

This 5-day programme will offer a mix of the following: patchwork quilting; painting; drawing; writing; poetry; cooking & drinking or photography

#### Explanation

Over the 5 days you will focus on developing techniques and a plan to develop your practice

#### Example

Facilitated by a professional, trained facilitator you will follow their example to develop your technique and practice

#### Practise

Working with small groups to really understand and explore your chosen techniques, learning by application and having fun

#### Cost

€1,995 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and support

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**Explore**

**Duration:** One week at eCALA having enormous fun, learning, enjoying walks, touring and kayaking while exploring Greek mythology, history, wildlife, sea journeys, Patmos trails, monasteries and the nunnery.

**Outcome:** You will leave having developed a deeper knowledge of how to ‘explore’ the whole landscape of a place you visit.

### Course details

#### Definition

This 5-day programme will offer a mix of the following: walks, touring and kayaking while exploring Greek mythology, history, wildlife, sea journeys, Patmos trails, monasteries and the nunnery

#### Explanation

Over the 5 days you will focus on developing techniques and work on a plan to improve your skills as a guide

#### Example

Facilitated by professional, extremely knowledgeable, trained guides you will follow their example to develop your technique and practice to guide others.

#### Practise

Working with small groups to really understand and explore your chosen events and having fun

#### Cost

€1,995 including all costs at eCALA, lectures, trips, travel and events.
### The Eight Stages of Business Readiness

**Duration:** Two weeks at eCALA followed by a three month execution programme, supported by your facilitator.

**Outcome:** You will leave completely trained to use the Eight Stages of Business Readiness with a plan of execution related to your given circumstances.

**Course details**

**Definition**
This programme will enable you to comprehensively review and overhaul an existing business and/or set up a new business

**Explanation**
Each of the Eight Stages is trained in the context of your real-life situation i.e. overhauling an existing business and/or setting up a new business

**Example**
Each of the Eight Stages is connected to your context with clear relevant examples

**Practise**
You will work in small groups with whom you will remain in touch post the two weeks at eCALA

**Cost**
€4,950 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and three months of ongoing support and coaching

### Systems Thinking

**Duration:** One week at eCALA followed by an application process supported by your facilitator.

**Outcome:** You will leave completely trained to understand systems thinking and be able to build an end-to-end value chain (also called a Service Map) with a plan of execution related to your given circumstances.

**Course details**

**Definition**
This programme will enable you to comprehensively review and overhaul an existing end-to-end value chain and/or set up a new end-to-end value chain

**Explanation**
From Attracting customers, Proposing products and services, Transacting your services, Retaining the customers you want, Closing out those you do not want and Maintaining a value chain

**Example**
Using real-life examples you will first understand all the practicalities and complexities of systems thinking

**Practise**
You will work in small groups with whom you will remain in touch post the two weeks at eCALA

**Cost**
€1,995 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and support
### Innovation

<table>
<thead>
<tr>
<th><strong>Duration:</strong></th>
<th>One week at eCALA followed by an application process supported by your facilitator.</th>
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<tbody>
<tr>
<td><strong>Outcome:</strong></td>
<td>You will leave completely trained to understand what Innovation is, how to innovate and how to develop a solution to most situations.</td>
</tr>
</tbody>
</table>

**Course details**

**Definition**
This programme will enable you to understand the four master toolkits of Innovation, review any given area of leverage and develop an innovative solution

**Explanation**
You will learn each of the four master toolkits sequentially and apply them to a situation in which you wish to innovate a solution

**Example**
Using real-life examples of what innovation is and is not, with clear metrics, you will soon learn to differentiate between a temporary advantage and an unrepeatable innovation

**Practise**
You will work in small groups with whom you will remain in touch post the two weeks at eCALA

**Cost**
€4,950 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and three months of ongoing support and coaching

### Servant Leadership

<table>
<thead>
<tr>
<th><strong>Duration:</strong></th>
<th>One week at eCALA followed by an application process supported by your facilitator.</th>
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</thead>
<tbody>
<tr>
<td><strong>Outcome:</strong></td>
<td>You will leave completely trained to understand and apply Servant Leadership to your life, work and future.</td>
</tr>
</tbody>
</table>

**Course details**

**Definition**
This programme will enable you to acquire and deploy the four master toolkits for Servant Leadership from self-behaviour to empowerment of others

**Explanation**
Learning the supporting tools, the Moral Compass, the 3 Ages of Leadership, the Line of Sight – as well as the four master toolkits – you will truly grasp Servant Leadership

**Example**
Using real-life examples you will first understand and learn to recognise good Servant Leadership

**Practise**
You will work in small groups with whom you will remain in touch post the two weeks at eCALA

**Cost**
€1,995 including all costs at eCALA, lectures, materials, toolkits, facilitation, feedback and support
The eCALA Village

.... under construction
Agora *(the meeting dome)*

The literal meaning of the word Agora is “gathering place” or “assembly”. The Agora was the center of athletic, artistic, spiritual and political life of the city. The Ancient Agora of Athens was the best-known example. Our Agora is where all groups meet, greet and regather. It is a cool, colossal space. We have deliberately created a huge space to allow everyone space to breathe, laugh and learn.

**Specific details of the Agora include:**

- 250 square metres of floor, flow and movement space, 19.3 metres in diameter, 9 metres high
- Taller than a 3 level house, yet slight against the hillside, with a huge bay window facing the sea
- The Agora is our events centre and can hold 445 people standing, 275 seated, 144 in classroom.
- Cool wooden flooring, large round ceiling windows with solar powered air-flow
Didaskalía Domes:

Meaning ‘applied-teaching’ these domes are places you come to learn. The three didaskalía (teaching) domes are suitable for all types of courses. It can be a ‘sit-down and learn’ day or a ‘pilates practice’ studio, as all didaskalía domes are designed to cater to a variety of needs from: tables, chairs, white boards and projectors; to beanbags and yoga mats. The space can be adapted to fulfill training needs.

Interiors are spacious, light and airy, yet can also be made dark and more private. All domes have solar powered air-flow to keep rooms cool and peaceful.

Specific details include:

• 75 square metres of floor, flow and movement space, 9 metres in diameter, 4.5 metres high
• Each didaskalía dome can hold 105 people standing, 70 seated and 32 in classroom style
• Cool wooden flooring, large round ceiling windows with solar powered air-flow
Ypnodomátia Domes:

The ypnodomátia (bedrooms) are raised off the ground on a sun deck, perfectly placed for watching the sunrise and taking a mesimerianós ýpnos (siesta).

The large bay windows are sea-facing the sun rise (for the sleepy people, black-out curtains can be pulled across the bay window for privacy). A ypnodomátio has a wet-room and toilet inside the dome, and each has a solar power and water system beneath the deck, thus minimising pipes, cabling and concrete constructions. Note: eCALA provides shower and sink products that are harmless to nature so that waste water can be used to feed the plant life.

Specific details include:

- 30 square metres of floor, 6.29 metres in diameter, 3.85 metres high
- Inside every ypnodomátio is a queen-sized bed (which can be unzipped into twin beds if required), a desk, bedside tables, lamps, lights, plugs and storage.
- Cool wooden flooring, large round ceiling windows with solar powered air cooling.
An Eco-Dome

A Dome explained

A dome can be unpacked and repacked in 6 hours. It comes with steel framework, high quality PVC membrane with panoramic bay window, entrance and the following accessories:

1. Solar fan
2. Solar water heating system
3. Bathroom unit
4. PV panels for electricity
5. Windows

Solar panels provide electricity that can be used during the day. An additional solar panel on the dome’s skin ensures hot water when you need it.

Under the deck

The deck is designed as 10m long and 6,3m wide to fit the dome with a bathroom unit. Installations, including 1200l water tank (6) and 1200l sewage tank (7), under the deck. The main valves for both tanks are placed on the edge of the deck, so we can easily fill the tank with fresh water and clean the sewage tank once a week.

The gel batteries that store the excess energy produced are also stored under the deck (8), and ensure you can charge electronic devices and illuminate the dome in the evening.

Fully-equipped bathroom

A fully-equipped bathroom unit includes: a WC (10); a shower unit (11); a hand basin and a cupboard and mirror (12).

The hot water tank with 80 litre capacity sits above the bathroom unit (9) and is connected to a solar panel on the dome’s skin.

A socket by the sink makes the bathroom complete and ready to use.
Hiring the Village

eCALA can be hired per day for the whole village including all domes, facilities and staff. Whether to run your own programmes or ours, to even host a wedding!

To optimise the availability of the village to all clients and their events, we offer 7 or 14 day hire within a set calendar, provided on request. Based on availability, we will do everything to accommodate events, assist with travel, transfers and a seamless arrival, event and departure.

**Pricing:**

**32 Dome village** (Sleeps up to 64 people): €12,500 per day includes the whole village, staff and VAT

**64 Dome village** (Sleeps up to 128 people): €25,000 per day includes the whole village, staff and VAT

**Hire of the eCALA village with 32 Domes includes:**

<table>
<thead>
<tr>
<th>The eCALA Village facilities</th>
<th>Units</th>
<th>People Standing (per dome)</th>
<th>People Seated (per dome)</th>
<th>People Classroom (per dome)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meeting Dome</td>
<td>1</td>
<td>445</td>
<td>275</td>
<td>144</td>
</tr>
<tr>
<td>Group Dome</td>
<td>3</td>
<td>105</td>
<td>70</td>
<td>32</td>
</tr>
<tr>
<td>Bedroom Dome (if converted)</td>
<td>32</td>
<td>44</td>
<td>25</td>
<td>n/a</td>
</tr>
<tr>
<td>Restaurant</td>
<td>1</td>
<td>n/a</td>
<td>100</td>
<td>n/a</td>
</tr>
</tbody>
</table>

**Catering and our Courses**

We do not quote here on food, beverages or our courses.

- Our restaurant can cater for all dietary needs and at very competitive prices specified to your needs. Alternatively hirers may eat at any of the many restaurants on the island, for which we can arrange bookings, transport and pricing.
- Our courses can also be booked with our facilitators, please request details..

**Note:** Hire of eCALA as a whole can be shared by groups provided there is a single booking of eCALA as a venue, i.e. we don’t do split invoices.*

*For very large groups we may need to get fire regulation permission*
Background and Logistics

About eCALA Village

The lowest possible footprint and offering reasonable luxury in our facilities means we begin all new structures by using wood and recyclable materials. Grey water is used for plants and the trees. We also work actively to benefit our community beyond just direct employment and procurement of supplies. Two examples are:

• Funding all evening meals, we provide direct revenue and employment to local restaurants.
• Focusing on Patmos as an incubator for Planet, People, Profit. It is both the perfect microcosm of the challenges tomorrow’s leaders face as well as an incubator for solutions.

We aim to be active and mindful citizens

Who is behind eCALA?

IPMS Global is 20 years old and an internationally renowned leadership development and business management specialist. The IPMS reputation is founded on developing practitioners of IPMS toolkits delivering incredible shifts in personal and organisational performance through their people. IPMS Global operates across Europe, Asia, the Middle East and Africa, and eCALA is the evolution of a dream to bring the best of the best in leadership and personal development to the cultures that sit on the ‘crossroads’ of three continents.

Logistics

• Arrival time on Patmos can be as late as 11.30pm, which means you may fly into a neighbouring island up until 7.00pm and safely get to our port for collection.
• Three airports on neighbouring islands receive daily flights from European destinations.
• Average pricing for travel per person
  • Depending on your departure point in Europe, Central Asia or Africa and the time of season, flights to neighbouring islands are €100 to €800 return.
  • Hydrofoil €40 - €80 return from neighbouring islands
• Importantly, your departure time from eCALA is flexible. No one is asked to rushed off. We can arrange another hotel for a further holiday as well as transfers by hydrofoils, and there are daily flights from three international airports on neighbouring islands.

Contact us:
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