L'AÎNÉ ACADEMY

CEOs & EXECUTIVES RETREAT 2026 MAURITIUS

Africa Beyond Borders: Leadership, Investment & Building The Next Generation Of Regional Champions

23rd – 27th November 2026

Supported By:

L'AÎNÉ HR
Built For People, Powered For The Future.

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Message from Group CEO

Today's executives face rapid technological change, shifting markets, evolving workforce expectations and an increasingly connected global economy. Effective leadership requires fresh perspectives, strategic reflection and a willingness to look beyond borders.



The CEOs & Executives Retreat 2026 in Mauritius, themed "Africa Beyond Borders: Leadership, Investment and Building the Next Generation of Regional Champions," will bring together leading executives, founders and decision-makers from across Africa.

The retreat will combine executive learning, peer engagement, networking and exposure to Mauritius's dynamic business and investment environment. Participants will explore leadership, governance, innovation, organisational performance and regional growth while building valuable relationships and partnerships.

Join us in Mauritius from 23–27 November 2026 to reflect, connect and gain fresh insight for the future.

I look forward to welcoming you.

Dr. Mrs. Ellen Hagan
Founder and Group Chief Executive
L'AINE Group

Leadership Without Borders

A premier executive learning and business engagement retreat.



Designed For Africa's Senior Business Leaders

The CEOs & Executives Retreat 2026 brings together executive learning, strategic networking, business engagement and investment opportunities in one carefully curated experience.

LEARN
Strengthen leadership, clarity and capability.

ENGAGE
Explore Mauritius business ecosystem.

CONNECT
Build relationshiops that extend beyond the retreat.

Why Mauritius?

A strategic gateway for business, investment and regional collaboration.



A world-class destination with boardroom relevance

Mauritius combines a stable economy, strong governance, global connectivity and an investor friendly environment. Its position between Africa and Asia makes it an ideal setting for leaders exploring cross-border growth.

STABLE	CONNECTED	INVESTOR-FRIENDLY

A setting designed for strategic reflection, meaningful dialogue and regional opportunity.

A Space to Think Differently

Hilton Mauritius Resort & Spa



A premium beachfront environment selected to support clear thinking, high-level dialogue and meaningful connection.

World-class hospitality, conference facilities and a tranquil coastal setting create the right balance between executive development and personal renewal.

The retreat gives leaders space to step away from daily operations, consider the future of their organisations and return with renewed perspective.



Designed For Leaders Shaping What Comes next

Who Should Attend?

1. **Chief Executive Officers & Managing Directors**
2. **Board Chairs & Board-Level Executives**
3. **Founders & Business Owners**
4. **C-Suite Executives**
5. **Senior Business Leaders**



The Retreat Is Designed To Create Value Beyond The Destination.

Six Outcomes That Travel Home With You

High-Value Executive Networks
Build trusted relationships with CEOs, founders, board leaders and influential executives.

1

Exclusive Business Access
Visit selected organisations and institutions across Mauritius.

2

Investment Insight
Understand the market, regional trade potential and gateway opportunities.

3

Peer Learning
Exchange practical perspectives on leadership, governance and growth.

4

Local Thought Leadership
Engage respected Mauritian voices across business, finance and policy.

5

Strateqic Renewal
Return with sharper clarity for transformation and long-term growth.

6



Executive Learning

01 | Leadership & Investment Forum

Building Africa's Regional Champions

A strategic exploration of leadership, investment and enterprise beyond borders, designed to challenge executives to think about growth, regional expansion and Africa's next generation of businesses.

Focus Areas:

- *Leadership for regional growth*
- *Investment and enterprise*
- *Cross-border expansion*
- *Building regional champions*

02 | Future-Ready Leadership

Mindset, Innovation & Future-Ready Leadership

An interactive executive session examining the mindset and leadership capabilities required to embrace innovation, navigate change and build resilient, future-ready organisations.

Focus Areas:

- *Leadership mindset*
- *Innovation and adaptability*
- *Leading change and transformation*
- *Building resilient leadership teams*

03 | The Mauritius Growth Story

Executive Dialogue & CEO Roundtable

A high-level conversation exploring Mauritius' competitiveness and its position as a platform for regional business, investment and expansion.

Focus Areas

- *Competitiveness*
- *Public-private collaboration*
- *Regional expansion*
- *Investment opportunities*

04 | Executive Business Engagement

Corporate Visit & Leadership Exchange

An exclusive visit to a leading Mauritian business or institution, providing delegates with direct engagement with senior leadership and practical insights into doing business and creating opportunities from Mauritius into Africa.

Focus Areas:

- *Executive leadership engagement*
- *Business and investment opportunities*
- *Regional expansion*
- *Doing business from Mauritius into* Africa

Executive Faculty

Learn from experienced African business leaders, executive facilitators and transformation practitioners with deep expertise in leadership, organisational performance and executive development.



Dr. (Mrs.) Ellen M. Hagan

Founder & CEO, L'AINE HR | HR Pioneer | Entrepreneur | Author | Co-Founder Legacy Girls' College, Akuse

Dr. (Mrs.) Ellen M. Hagan is a distinguished Ghanaian entrepreneur, recognised for her contributions to human capital development, business leadership and youth empowerment. She is the Founder and CEO of L'AINE HR, a leading human resource services company with over 30 years of impact, and Co-Founder of Legacy Girls College, a private all-girls school offering both Ghanaian and British curricula.

Her leadership and entrepreneurial achievements have earned her several prestigious honours, including CEO of the Year in Human Resources at the CEO Summit and CIMG Marketing Woman of the Year. She is also a recipient of the Legacy & GADIA State Award for excellence in leadership, entrepreneurship and youth empowerment.

Dr. Hagan serves as President of the Ghana Human Resource Service Providers Association (GHRASP) and is a past Vice President of the Bible Society of Ghana. She also serves on several boards, including the University of Ghana Business School, Samara Group and The Christian Sentinel, bringing her experience in business leadership, governance and human capital development to these institutions.

A published author, her works include Soft Skills, All About Job Interviews, Why Are You Here? and A Voice of Leadership and Legacy. She is also passionate about mentoring the next generation of women leaders through Nsoromma, a mentorship initiative for African women aged 25–40 that promotes holistic development across career, relationships and Christian spirituality.

Through her work in business, education, leadership and mentorship, Dr. Hagan continues to champion purposeful leadership, human potential and the development of future generations.



Ravin S. Papiah

CSP • CFCIM • FAC • FMIoD • 3× DTM • MBA

International Leadership Speaker,
Executive Coach & Author

Ravin S. Papiah is a leadership and business development expert with over four decades of experience in executive management, sales leadership, organisational transformation and leadership development. Throughout his career, he has held senior leadership and commercial positions across banking, insurance, education, media and business development, building high-performing teams, strengthening commercial operations and driving organisational growth.

His career achievements include building and leading a 200-member salesforce across three branches, developing 28 sales managers and contributing to significant business growth. Drawing on this extensive corporate experience, he works with executives and organisations to strengthen leadership capacity, improve performance, develop influential leaders and navigate organisational change.

Ravin is the Founder and Managing Director of Ravin Papiah Leadership International Ltd. (RPLI), a leadership development and coaching practice through which he has delivered programmes across Africa, Asia, Europe and the United States. He is also the creator of The Influence Triad™, a leadership framework built around three essential capabilities: Lead, Speak and Sell.

He is the first Mauritian to earn the Certified Speaking Professional (CSP) designation from the Virtual Speakers Association International, a distinction held by fewer than 800 speakers worldwide. A three-time Distinguished Toastmaster (DTM) and former District Director of Toastmasters International, he is also an eight-time Amazon #1 International Bestselling Author and a TEDx speaker.

His professional qualifications and distinctions include an MBA, Chartered Fellow of the Chartered Institute of Marketing (UK), Fellow of the Association for Coaching and Fellow of the Institute of Directors. Through his work, Ravin combines practical business experience, international perspectives and proven leadership frameworks to help leaders strengthen influence, inspire innovation and deliver sustainable organisational performance.



Mr. James Laar

Managing Director, L'AINE HR | Human Resource & Management Consultant

Mr. James Minyilia Laar is a Management Consultant and the Managing Director of L'AINE HR, with over two decades of experience in human resource management, business process outsourcing, organisational development and strategic business leadership. His work focuses on enhancing organisational effectiveness, growth and productivity through strategic and transformative leadership, mentoring and coaching.

Over the course of his career within L'AINE, Mr. Laar has held progressively senior leadership positions across operations, business process outsourcing, projects and executive management. As Managing Director, he provides strategic leadership for the organisation, setting corporate direction, driving performance and growth, developing strategic partnerships and positioning L'AINE HR as an innovative provider of integrated HR and business solutions.

His areas of expertise include Business Process Outsourcing (BPO), Business Analytics, Revenue Assurance, Productization, Labour Relations, Performance Management, Organisational Development and HR Business Incubation. He has extensive experience in developing new markets and business models, improving operational performance, managing risk and compliance, and building sustainable business solutions.

Mr. Laar also brings significant board and governance experience. He serves on the boards of L'AINE Foundation and L'AINE Services Limited and is Chairman of the Board of Trustees of the L'AINE Occupational Pension Scheme and Staff Welfare Scheme. His board responsibilities have included governance, finance, revenue assurance, investment decisions, human resources, compliance and organisational performance.

He holds a Bachelor of Management Studies from the University of Cape Coast and an MBA in Finance from Coventry University, UK. He is an Associate Certified Outsourcing Professional (aCOP) recognised by the International Association of Outsourcing Professionals (IAOP), a Full Member of the Chartered Institute of Human Resource Management (CIHRM), and a Certified IFC LPI Learning Facilitator. He is also trained as a Lead Auditor for ISO 9001:2015 Quality Management Systems.

A strong advocate for ethical and responsible business, Mr. Laar champions initiatives focused on mindset shift, sustainable livelihoods, female employability in STEM and inclusive economic growth. He is also an author of five books and has contributed articles and publications on outsourcing, corporate culture, HR strategy and organisational performance.



Mr. Clement Wiredu

Management Consultant | Executive Leadership Facilitator | Organisational Transformation Advisor

Mr. Clement Wiredu is a seasoned management consultant and organisational transformation advisor with over 20 years of experience working with boards, chief executives, public institutions, multinational organisations and businesses across diverse sectors. His expertise spans strategic management, organisational effectiveness, corporate governance, human capital development and business transformation.

He is the Managing Director of Becksworth Consulting Ltd. and serves as a Senior Consultant and Lead Facilitator with L'AINE Academy and L'AINE HR. He previously served as Chief Executive Officer of the Institute of Directors-Ghana, where he contributed to advancing corporate governance and promoting effective board leadership.

Throughout his career, Mr. Wiredu has advised organisations on strategy development and execution, workforce transformation, performance improvement, organisational planning and leadership development. He brings extensive experience in designing and facilitating executive development programmes, strategic retreats and management interventions that help organisations translate strategic priorities into measurable results.

A skilled facilitator and thought leader, he combines management consulting experience with practical frameworks for organisational assessment, strategic execution and human capital development. His work focuses on helping leaders strengthen governance, improve organisational performance and build institutions capable of delivering sustainable results.



Prince B. Kludjeson is a seasoned management consultant, entrepreneur and motivational speaker with expertise in business strategy, organisational performance and leadership development. He works with individuals and organisations to unlock potential, challenge limitations and achieve sustainable growth.

He brings experience in helping businesses optimise their business models, strengthen strategic direction, identify new revenue opportunities and create value. Beyond business consulting, he has trained and coached business executives and entrepreneurs, supporting them to strengthen their leadership capabilities and improve performance.

Prince holds a Bachelor of Science degree in Business Administration from the University of Southern California, USA. Through his work in consulting, entrepreneurship and leadership development, he brings a practical, results-oriented perspective to building high-performing leaders and organisations.

Our Learning Solutions

Public Training Programmes: Scheduled professional development programmes across leadership, management, human resources, sales, customer experience, technology and organisational performance.

Customised Corporate Learning: Tailored training interventions aligned with organisational objectives, workforce capability gaps and business priorities.

International Training & Executive Learning: Cross-border training programmes, executive learning experiences and leadership retreats in Ghana and other international destinations.

Executive & Leadership Development: Learning experiences designed to strengthen strategic leadership, decision-making, people management and organisational effectiveness.

Strategy Facilitation: Facilitated strategic planning, annual strategy reviews, leadership retreats and organisational alignment sessions that turn priorities into actionable plans.

Digital Learning & LMS Solutions: Learning management system development, customised digital learning content and online courses through L'AINE Academy's own learning platform.

Our Approach To Learning

70% Practical. 30% Theoretical.

Less passive learning. More practical application.

At L'AINE Academy, we believe learning is most valuable when participants can translate knowledge into action. Our training approach combines essential concepts with practical activities that help participants build skills, solve problems and apply their learning to real workplace situations.

How We Make Learning Practical

- **Real-World Case Studies**

  Explore business challenges, analyse situations and evaluate possible solutions.
- **Workplace Scenarios & Simulations**

  Practise decision-making and responding to realistic workplace situations.
- **Group Exercises & Problem-Solving**

  Exchange perspectives, collaborate and work through practical challenges.
- **Practical Activities & Role-Play**

  Develop and practise skills through guided, hands-on exercises.
- **Action Planning**

  Identify practical steps for applying learning in the workplace.

Beyond The Training Room

Direct exposure to Mauritius' business and investment ecosystem.



VISIT	**Leading organisations and institutions**
ENGAGE	**Business leaders, policymakers and industry experts**
EXPLORE	**The business, regulatory and investment landscape**
UNDERSTAND	**Regional partnerships, trade and investment**
BUILD	**Cross-border relationships with long-term potential**

Experience Meets Regional Perspective

A curated faculty of educators, practitioners and business leaders from Ghana and Mauritius.



Executive Faculty
Experienced leadership educators and facilitators.

Business leaders
Real-world insight on governance innovation and growth.

Executive panels
Candid dialogue on emerging business and regional opportunity.

Regional voices
Practical perspectives on Africa's evolving business landscape.

Participants will learn from leaders who have shaped organisations, driven transformation and influenced business across Africa.

A Carefully Paced Executive Experience

Programme Outline: 23rd – 27th November 2026

Theme: Africa Beyond Borders: Leadership, Investment & Building The Next Generation Of Regional Champions

DATE	PROGRAMME
23rd November 2026	**Arrival in Mauritius** and Hotel Check-in **Welcome Reception & Executive Dinner**
Day 1 24th November 2026	**Official Opening** **Leadership & Investment Forum** **Keynote Address:** Building Africa's Regional Champions – Leadership, Investment and Enterprise Beyond Borders **Executive Dialogue and CEO Roundtable**: Competitiveness, Public-Private Collaboration, Regional Expansion And Investment Opportunities.
Day 2 25th November 2026	**Executive Corporate Visit to leading businesses in Mauritius** **Curated Tourism Experience**
Day 3 26th November 2026	**A Personal Feel Of Mauritius** **Farewell Executive Dinner & Closing Reflections**
Day 4 27th November 2026	**Check-out & Departure from Mauritius**

Your End-To-End Experience

Your travel package includes:



Return International Flight	Complimentary International E-Sim
Executive Learning Sessions	End-To-End Programme Coordination
Business And Investment Engagement	Airport Transfers And Travel Support
Curated Tourism And Cultural Experiences	Four-Night Luxury Beach Front Accommodation



An Island Worth Experiencing

Culture, natural beauty and distinctive coastal experiences complement the executive programme.







- Coastal Experiences
- Island Landscapes
- Waterfalls & Nature
- Chamarel Seven Coloured Earth,
- Caudan Waterfront And
- Pristine Beaches.

Arrive prepared

Clear guidance and coordinated support before departure.

TRAVEL DOCUMENTS
A valid passport with at least six months' validity from the date of travel.

TRAVEL INSURANCE
Comprehensive travel insurance is strongly recommended for every participant, and a Yellow fever vaccination card

TRAVEL SUPPORT
Pre-departure guidance and coordinated travel support will be provided.

VISA NOTE
Ghanaian and **Nigerian** passport holders do not require a visa for short stays in Mauritius. Participants travelling from other countries should verify requirements for their nationality before departure.

Reserve your place

1. Scan the QR code or email academy@laineservices.com
2. Complete your registration and select your package
3. Make payment to secure your seat
4. Receive your welcome pack and travel guidance

USD 6,500
Per participant
Includes flight cost

USD 5,600
Per participant
Excludes flight cost

Final Payment
9 November, 2026

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L'AINE HR – Three Decades Of Developing People & Organisations



Trusted HR consulting and executive education from Ghana to Africa.

L'AINE HR delivers integrated people solutions across the public and private sectors. Through L'AINE Academy, its Learning &Development arm, the organisation designs executive education, leadership development and organisational transformation programmes.

Why organisations choose L'AINE HR

1. 30+ years of HR and leadership consulting experience
2. Practical, business-focused executive learning
3. Trusted by leading public and private organisations
4. Experienced industry practitioners and subject-matter experts
5. A commitment to high-performing organisations across Africa

Our Clients


BRITISH COUNCIL
LINK GHANA GL
STATISTICAL SERVICE GHANA
standard chartered
WORLD BANK GROUP
MAERSK
Allianz
HD HYUNDAI INFRACORE
access
VIVO ENERGY
enterprise GROUP
Coca-Cola
BAYPORT
UNIVERSITY OF TORONTO SCARBOROUGH
Cadbury
Acacia Health Insurance
A member of the Enterprise Group
AGL
AFRICA GLOBAL LOGISTICS
VLISCO
SINCE 1846
GHACEM
HEIDELBERGCEMENT Group
MISA Energy
VOLTIC
TotalEnergies
ofi
make it real
Unilever
GCB
your bank for life
TWI
MULTICHOICE
ENRICHING LIVES
mastercard foundation
absa
GUINNESS GHANA
BREWERIES LIMITED
ZEN
Stanbic Bank
A member of Standard Bank Group
FAN
FanMilk
telecel
ANP LIMITED
PROPCo
VRA Property Holding Company
VOLTA RIVER AUTHORITY
TULLOW Oil plc
MANTRAC
CAT


GOIL
Good energy
BUREAU VERITAS
1828
FOREWIN
GHANA LIMITED
OCP
AFRICA
OXFAM
PALM MOMENTS
Creating live moments
ACADEMIC CITY
UNIVERSITY COLLEGE
IWMI
International Water Management Institute
COSCO SHIPPING

Zipline
LMI Holdings
JGC
JOSPONG
GROUP OF COMPANIES
IFC
ECOWAS
CEDEAO


NMIMR
NOGUCHI
Memorial Institute For Medical Research
University of Ghana
Norfund
novago
your mobility partner
FORAGE
ORBIT
GARANT
DRILLING
NYAHO
MEDICAL CENTRE


SUPERMARITIME
EXPRO
GASO
PETROLEUM
etranzact
TEMA LUBE OIL
COMPANY LIMITED


WEST AFRICAN GAS PIPELINE COMPANY
TOBINCO
PHARMACEUTICALS LIMITED
SBC
TANZANIA LTD
giz
Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH
BARRY CALLEBAUT



THE FUTURE IS STILL PEOPLE.

Technology can do the heavy lifting.
Humans still decide where we're going.
L'AÎNÉ HR has the power to harness both.

L'AÎNÉ HR

Visit www.lainehr.com



L'AÎNÉ ACADEMY

Join Africa's Senior Business Leaders In Mauritius