

P R O N O I A



P R O N O I A · H U M A N S U S T A I N A B I L I T Y F O R O R G A N I S A T I O N S

Your organisation
depends on people
whose capacity cannot
be replaced quickly.

Pronoia gives organisations a governed way to protect the clarity, resilience, recovery capacity and decision quality of the people on whom enterprise performance depends.

J I M B A R A N · B A L I · I N D O N E S I A

S U S T A I N T H E H U M A N B E H I N D T H E P E R F O R M A N C E

Reserve access now. Activate it when it matters.

Performance Erosion develops while the person is still performing. Organisational Access is the governed way to act before it becomes visible.

WHAT IT IS	Held annual access to Pronoia's programmes, reserved by an organisation and activated across the year for individuals the organisation nominates and who choose to participate.
WHO IT IS FOR	Organisations responsible for people carrying sustained pressure, consequential decisions, critical relationships or exceptional performance expectations.
WHAT IS PURCHASED	A defined annual access value held across the agreement year. Pronoia governs assessment, programme recommendation, duration, timing, suitability and final acceptance for every person nominated.
HOW IT IS USED	Executive protection · performance recognition · client and partner privilege.
WHAT IS NOT SOLD	Pronoia does not sell nights, credits, points or vouchers. Access is held across a year and used in the rhythm each individual's responsibilities allow.
WHAT HAPPENS NEXT	Tell us who you are responsible for. Pronoia prepares a private Organisational Access recommendation — an access structure, an appropriate starting cohort and private commercial terms.

Request an Organisational
Access Recommendation

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info@pronoiacommunity.com

Start the conversation

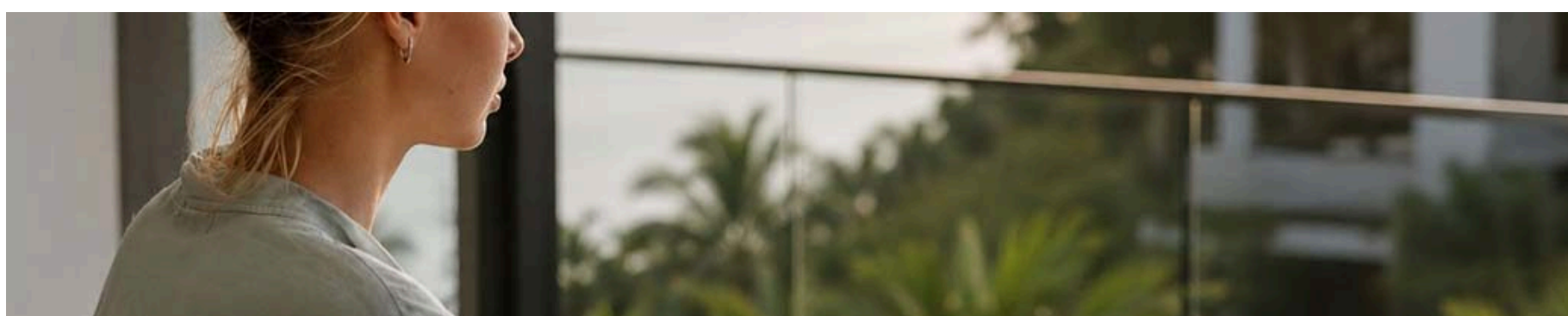
The people carrying the most responsibility are the last to stop.

Decisions are still made. Targets are still met. Clients are still served. But recovery takes longer, clarity costs more effort, reactivity rises, and reserve narrows.

Pronoia names this **Performance Erosion**: the gradual decline of cognitive performance, resilience, recovery capacity, clarity and decision quality caused by sustained pressure and modern environmental demands. This is not burnout. It is performance erosion.

Because performance remains visible, the decline behind it is easy to miss. By the time an organisation sees absence, disengagement or departure, the underlying cost may already have been accumulating — and it lands on the relationships, judgments and continuity that are hardest to rebuild.

Performance Erosion is difficult to see precisely because the person is still performing.



Performance Erosion is Pronoia's non-clinical framework. It is not a diagnosis and does not replace medical assessment.

Not every person carries the same continuity risk.

In most organisations, a relatively small number of people carry a disproportionate share of consequential decisions, client trust, institutional knowledge and leadership continuity. Their capacity is not easily replaced, transferred or rebuilt.

Decision concentration

Important decisions depend on a limited number of people.

Relationship concentration

Client and partner trust often sits with individuals, not systems.

Knowledge concentration

Critical context is rarely documented well enough to transfer immediately.

Organisational Access is not designed as a universal employee benefit. It is reserved for selected people whose condition materially influences relationships, execution and enterprise value.

The commercial question is not how many employees you have. It is how many people you cannot afford to let erode quietly.

Most organisational support begins after decline is already visible.

A REWARD TRIP	Recognises achievement. It is not designed to assess or rebuild the capacity behind continued performance.
A LEADERSHIP OFFSITE	Creates strategic alignment. It does not address individual recovery, biological load or personal erosion.
A WELLBEING BENEFIT	Provides optional support — and depends on the most overloaded person in the organisation finding the time and energy to use it.
CLINICAL CARE	Essential when appropriate. It begins from a medical need that Pronoia does not diagnose or treat.

THE LOCKED POSITION

You don't need to disconnect.
You need to stop paying a biological price for staying connected.

Much of the existing market is built around absence: switch off, hand over the phone, go off-grid. People carrying consequential responsibility cannot always disconnect completely without creating additional operational load. Pronoia allows essential work to continue inside the governed environment without letting it dominate the programme. Coworking and private offices are part of the methodology, not an amenity.

Pronoia occupies a different position: structured, proactive Human Sustainability support for selected people before decline becomes more disruptive — without becoming a clinic, a retreat, or a general wellbeing benefit.

Human Sustainability

Human Sustainability is the ability to protect today's energy, clarity, and resilience—because the future is defined by the condition of the human who creates it.

Organisations already protect capital, intellectual property, systems, succession and key-person risk. Human Sustainability applies the same long-term discipline to the people whose condition influences decisions, relationships, execution and enterprise value.

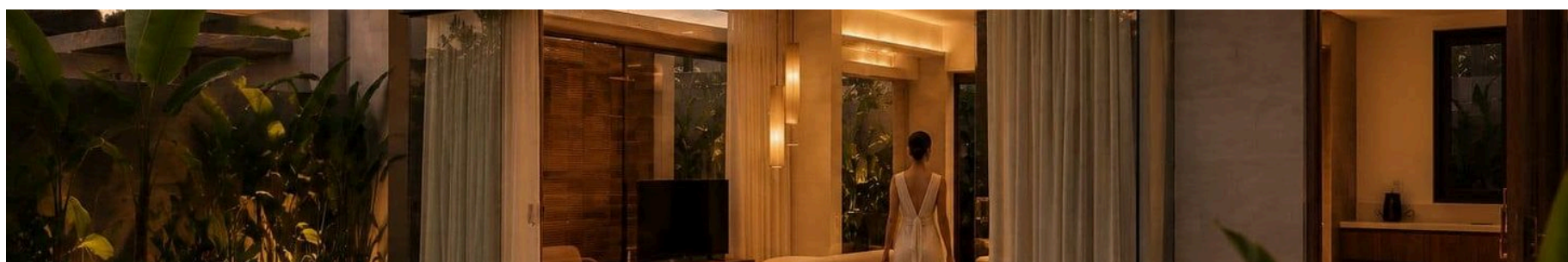
WHAT PRONOIA IS

Pronoia is a regenerative destination — a governed environment where every element is intentionally designed to restore vitality, sharpen mental clarity, strengthen resilience, and sustain human performance through an integrated, science-informed methodology.

It is not a hotel.

Not a retreat.

Not a clinic.



The guest does not choose from four.

Presenting four programmes as a menu would create unnecessary decision load and weaken Pronoia's governed recommendation model. The four programmes form one methodology, organised around the primary pattern that emerges through Pronoia's assessment process.

	SYSTEM & ENVIRONMENT	SELF & CAPABILITY
RESTORE	Nervous System Reset Recovery capacity. When load no longer clears — sleep restores less, the gap between effort and return widens, greater reliance on stimulants or external activation.	Clarity & Decision Precision Cognitive performance and judgment. When decisions that were once immediate require revisiting, and attention fragments under load.
PROTECT	Resilience & Pressure Conditioning Pressure tolerance and reserve. When margin narrows, responses exceed their triggers, and pressure that once sharpened performance now consumes more reserve.	Internal Authority Development Self-awareness and self-regulation. When depletion is recognised late, and the individual increasingly relies on data, routines or external confirmation to understand the state they are operating from.

One assessment. One recommendation. One clear next step.

Pronoia assesses the pattern and recommends one programme, at the duration the individual's baseline and responsibilities allow. Where an additional pattern is relevant, it informs the same programme recommendation rather than becoming a second product.

Every guest receives one programme recommendation. Duration is determined privately from the guest's baseline, responsibilities and calendar.

Developed under independent medical oversight.

This program was designed and reviewed by **Dr. Damien Geindreau**, medical doctor and radiologist, to ensure physiological coherence, safety, and evidence-informed structure.

Medical oversight relates to how Pronoia's programme methodology was designed and reviewed. It does not constitute individual medical supervision or care. Every person at Pronoia is a guest, never a patient. Pronoia has no clinic and no on-site medical team.

THE GOVERNING RULE

Medical oversight governs the methodology.
It never governs the guest.



Pronoia is not a medical facility and does not provide medical care, diagnosis or treatment. Programmes are lifestyle and performance interventions.

The organisation reserves access. Pronoia governs participation.

01

Reserve. The organisation holds a defined annual Organisational Access agreement with an agreed annual access value.

02

Nominate. The organisation identifies an individual and invites them. The individual gives written consent before any information reaches Pronoia.

03

Assess. Pronoia reviews pattern, fit, suitability and appropriate duration, privately with the individual.

04

Recommend. One programme, one duration, one timing — or a recommendation not to participate.

05

Participate. The individual enters the programme inside the governed environment as a Pronoia guest.

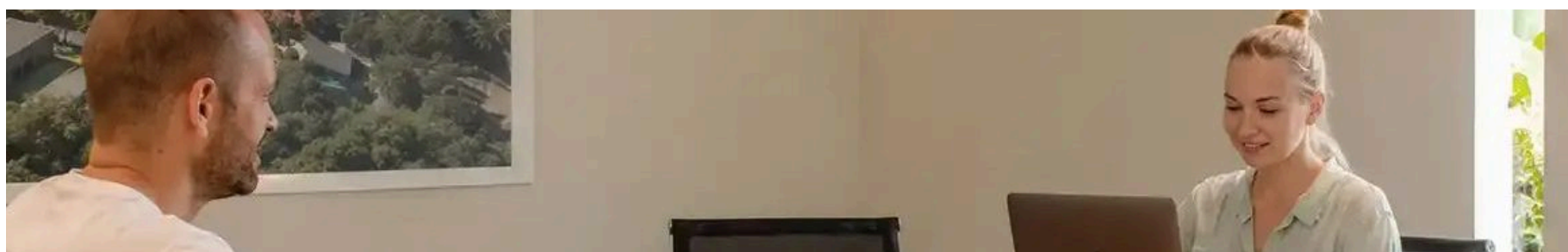
06

Continue. A written protocol and follow-up go to the guest. The organisation receives agreed non-clinical utilisation reporting only.

A guest participation is activated only after the nominated person consents and Pronoia confirms suitability, programme recommendation, duration, operational availability and final acceptance. A nomination is an invitation, never an obligation.

The organisation identifies the person. Pronoia determines fit, programme and duration.

The organisation may nominate. It may not prescribe the programme, duration, intervention or intended outcome. Where participation is not appropriate, the access remains available for another eligible person.



The organisation funds access. The guest retains confidentiality.

THE ORGANISATION RECEIVES

- Access value held and used
- Confirmation that a nomination was accepted, declined or remains unused
- Programme completion, where agreed with the guest
- Aggregate utilisation reporting
- Commercial account reporting

THE ORGANISATION NEVER RECEIVES

- Assessment detail
- Anything the guest discloses
- Health or medical information
- Sleep, HRV or any measured signal
- Personal programme notes
- The individual's recommendation or protocol

The attending person remains a Pronoia guest — not an employee case, an HR file, or a patient.

CONSENT AND DECLINING

A nomination is an invitation, not an instruction. The individual consents in writing before any personal information is shared with Pronoia, and may decline without giving a reason. If the person declines, the organisation is informed only that the access remains unused. No reason is disclosed.

Aggregate reporting is provided only where participant numbers are sufficient to protect individual identity. Any individual information is shared only within the consent agreed with the guest.

Organisational Access may not be used as a performance-management, disciplinary, medical-monitoring or return-to-work assessment tool.

Individual confidentiality is protected. Organisational reporting is limited to agreed non-clinical and aggregate information. Pronoia is not a medical facility and does not provide medical care, diagnosis or treatment. Programmes are lifestyle and performance interventions.

Access structures

LIMITED INAUGURAL COHORT

Founding Partner Access

From USD 25,000

A first leadership cohort, selected clients or priority contributors.

Leadership Access

From USD 60,000

Recurring annual access for a defined group of founders, executives, key people, clients or partners.

Enterprise Access

From USD 120,000

Annual Human Sustainability capacity for organisations with recurring demand across leadership, recognition and relationship priorities.

Custom Enterprise Access

From USD 200,000

Custom access for larger employers, family-office networks, banks, professional firms and multi-entity organisations.

Each approved participation draws from the organisation's annual access value according to programme duration and selected villa category. The same organisational advantage applies consistently, whether the guest participates for three nights or a deeper programme duration. Every guest may participate from a minimum of three nights. Pronoia recommends the appropriate duration based on the individual's baseline, responsibilities and calendar. Access value may be divided across multiple eligible guests and participations throughout the agreement year.

Access is structured around the expected number of eligible people, anticipated programme demand and the responsibility profile of those covered—never as a count of hotel nights.

One agreement · one annual access value · multiple eligible guests ·
Pronoia-managed assessment and recommendation
USD, inclusive of taxes and service at 17%. The price you see is the price you pay.
Nothing is added at invoicing.



WHO THIS IS NOT FOR

This is not designed for organisations seeking reward travel, a general wellbeing perk, team-building, clinical treatment or access without individual confidentiality. Those are legitimate needs, but they are not what Pronoia provides. Saying so before an agreement begins protects the guest, the environment and the organisation.

THE NEXT STEP

Tell us who you are responsible for.

01

Who would receive access — executives, key people, clients or partners?

02

What is the intended use — protection, recognition, or relationship value?

03

Which access structure are you considering for the first year?

That is enough for Pronoia to prepare an organisational access recommendation.

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Apply for Founding Partner Access

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SCAN TO MESSAGE

Sustain the human behind the performance. Pronoia is not a medical facility and does not provide medical care, diagnosis or treatment. Programmes are lifestyle and performance interventions. Organisational participation is subject to assessment, availability and final acceptance by Pronoia.