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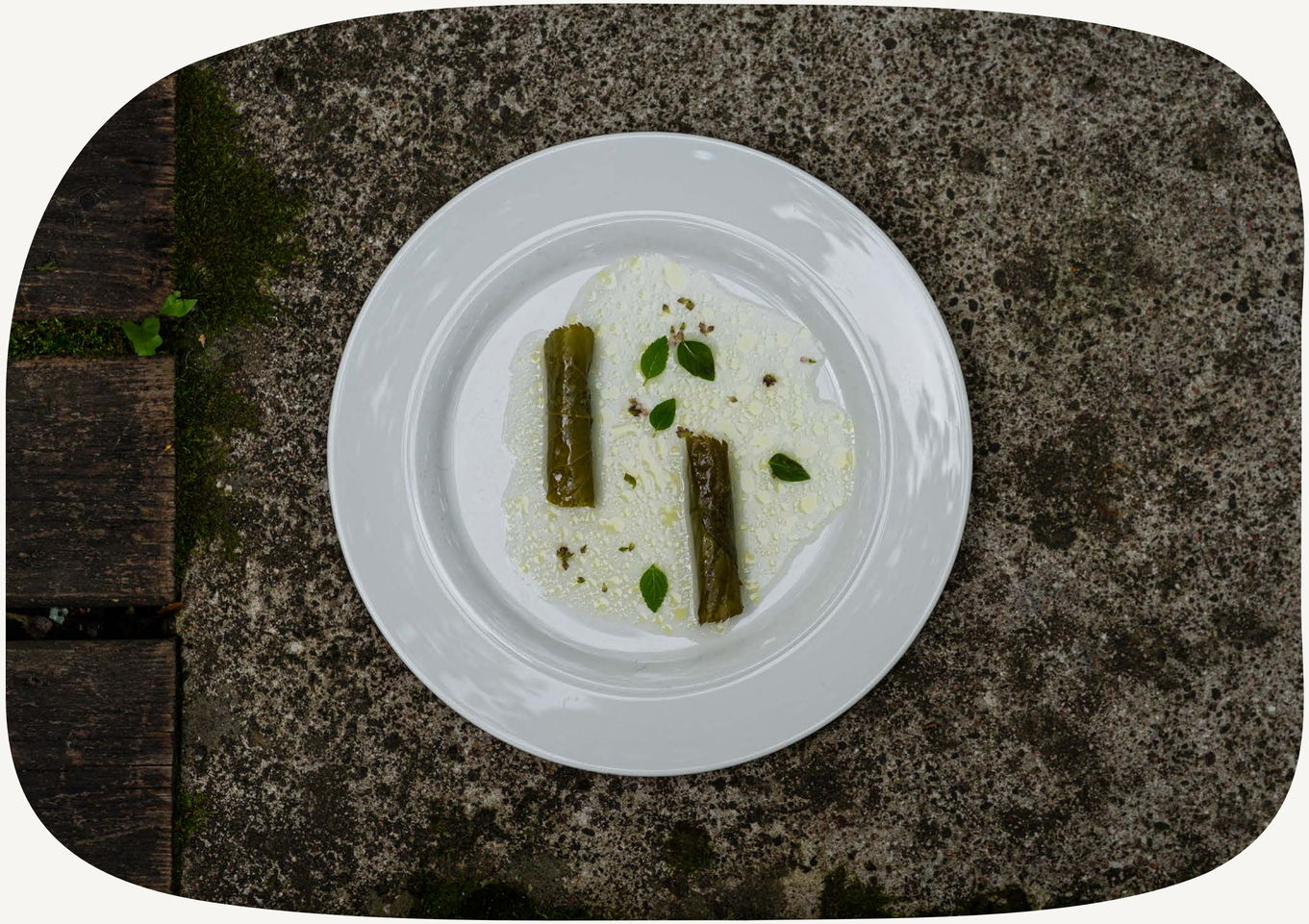
Fire & Ice

A Finnish Sauna Retreat for Teams
Location: Nuuksio National Park, Finland
Duration: 3 nights / 4 days
Format: Private retreat for teams
Designed by: Experience Aika



Fire & Ice is a four-day Finnish sauna retreat designed to help teams slow down, recover from sustained stress, and reconnect with the present.





Set in the wilds of Nuuksio National Park, just outside Helsinki, the retreat combines authentic Finnish sauna traditions, forest immersion, guided nervous-system regulation practices, optional meditations and immersive meals focused on local foods, created by renowned Finnish chef Jouni Toivanen (formerly of Michelin-starred Luomo in Helsinki).

Each element is carefully curated to counter the cognitive overload and exhaustion common in modern work life. Designed as a genuine pause from everyday demands, Fire & Ice creates the time and conditions for people to reset and return to work feeling calmer, clearer, and more grounded.



Why it works

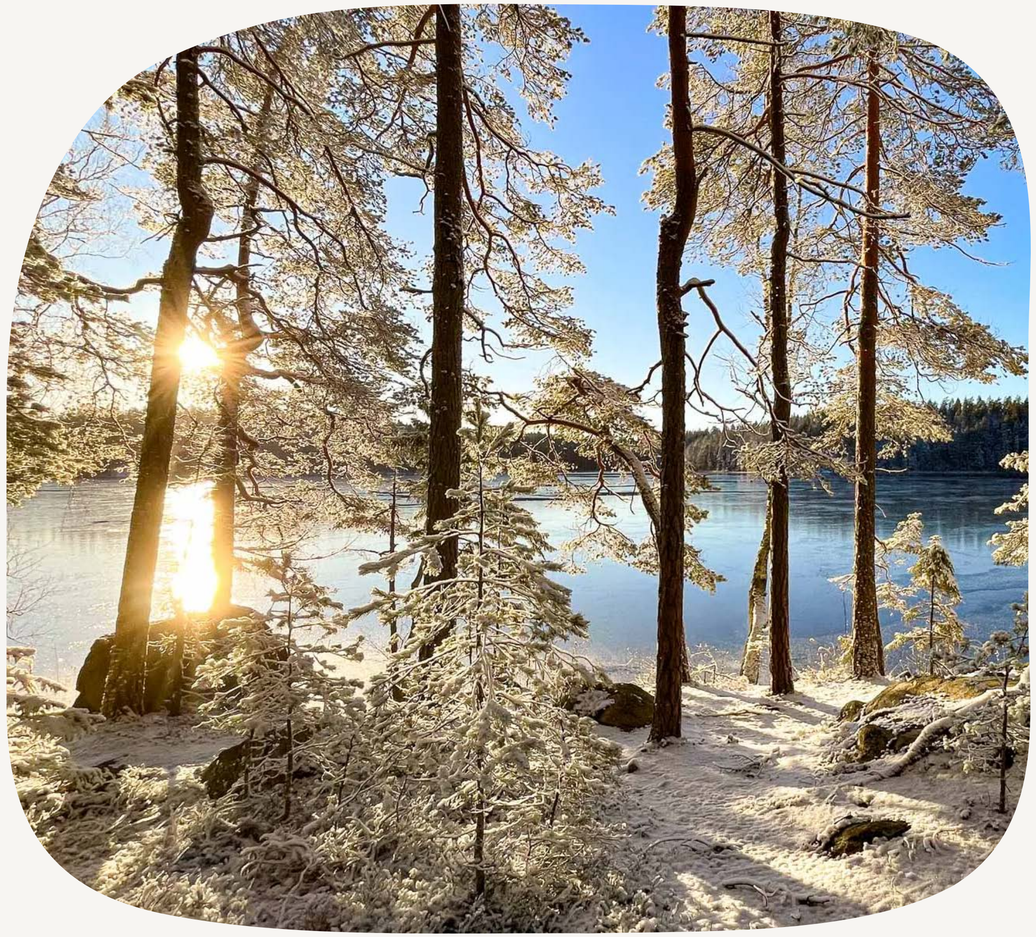
Fire & Ice creates the conditions for genuine restoration. By stepping away from daily pressures and into a slower rhythm of heat, cold, rest, nature, and silence, participants regain balance, clarity, and a renewed sense of presence. The retreat supports recovery not only physically, but also mentally and emotionally.

Modern work environments place constant demands on our attention and emotions. Prolonged screen time, multitasking, and continuous interruptions leave nervous systems overstimulated and recovery incomplete.
Over time, this can lead to chronic stress and burnout.

Outcomes for teams

Participants typically return:

- Calmer and more resilient under pressure
- More focused and mentally clear
- Better able to regulate stress and emotions
- More connected to colleagues through shared, non-verbal experiences
- Over time, these outcomes support healthier collaboration, clearer communication, and more sustainable performance.



What makes Fire & Ice different

- Authentic Finnish sauna tradition used as a tool for recovery
- A single forest location, allowing fewer distractions and deep relaxation
- A carefully designed balance of heat, cold, rest, silence, and reflection
- Led by experienced facilitators with long-term practices
- Seasonal, locally sourced food prepared with care, supporting both physical recovery and sensory presence

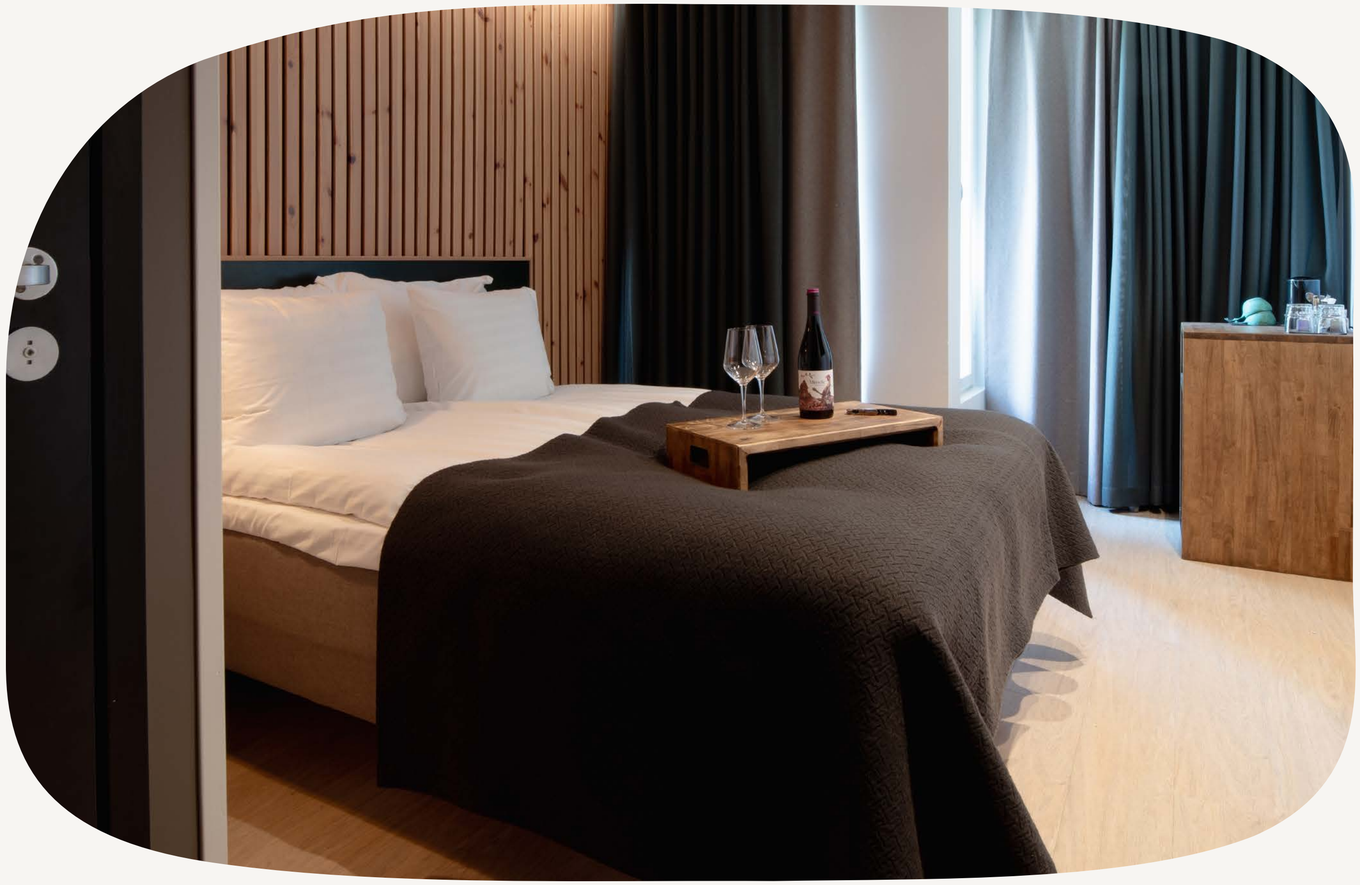
Program overview

Day 1 – Arrival & Grounding
Arrival, orientation, shared dinner, sauna and cold immersion

Day 2 – Regulation & Reconnection
Nervous system renewal, forest immersion,
sound and sauna practices

Day 3 – Silence & Integration
Optional leadership workshop or forest listening,
movement and reflection, silent sauna

Day 4 – Closure & Return
Traditional smoke sauna, final integration, departure
A detailed daily schedule is shared once dates are confirmed.



The setting

Fire & Ice takes place at Haltia Lake Lodge: a sustainably built hotel beside a forest lake in Nuuksio National Park. Wooden architecture, quiet trails, seasonal Nordic cuisine, and proximity to Helsinki create an environment that naturally supports calm, focus, and recovery.

Facilitators

Mika Johnson
Multimedia artist, meditation teacher, and somatic therapist in training. Creative Lead at Experience Aika.

Jan Kysela
Educator and meditation teacher specializing in embodied learning, presence, and communication.

Osmo Hakosalo
Finnish composer and kantele musician working with sound as a medium for deep listening and meditation.

Optional workshop facilitator:
Saara Karhula – Executive and Team Coach (ICF, PCC), specializing in leadership, stress management, and sustainable performance.



Practicalities & next steps

- Private group bookings
- Group size and program tailored to each team
- Seasonal availability
- Additional workshops available on request

A detailed proposal, pricing, and logistics overview are shared upon enquiry.

Experience Aika
www.experience.fi
info@experience.fi



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