Executive Breakthrough Program

Bespoke year-long development to unleash your potential and improve your results in CEO and Group Executive roles

By Invitation Only

Egon Zehnder
“Companies are not properly developing their pipelines of future leaders…We’re at the dawn of a new era, in which the focus must shift from competency to potential.”


“The key to mastery, to achieving greatness…is not your toolbox. It’s you.”

Erica Ariel Fox, Mobius Executive Leadership, Winning From Within
Bespoke Development for C-suite Executives

Chairmen and CEOs frequently lament to us that the limited pool of internal talent to succeed the CEO and top team roles presents a real risk to their business. “We should have started earlier” to develop internal successors is often heard in boardrooms around the world. They also say that CEOs and C-suite executives get the job but don’t grow enough in the role. Little wonder that CEO tenure is notoriously short. We don’t want this to be you. Getting ready early and investing in your development once you get there is critical.

We believe that, at top levels, each executive’s development is different. There is no one-size-fits-all. We also know that becoming a high performing CEO or Group Executive isn’t just about getting the right experiences under your belt. You also need a different and more evolved mindset, identity and more sophisticated leadership behaviors.

That’s where Executive Breakthrough comes in.

Over the course of a year, you will be supported by an expert Development Advisor from Egon Zehnder who understands you and your business, to tailor and execute a bespoke program of development. Central to the program, you will also experience a challenging and invigorating one week Intensive led by internationally-recognized leadership development expert Erica Ariel Fox of Mobius Executive Leadership. Learning and experiencing alongside high performing peers from other organizations, the Intensive will transform the way you look at yourself, your role and your organization.

Executive Breakthrough is a unique offering among executive development programs, giving you a chance to get ‘unstuck’ from old ways of operating and to unleash your full potential for a CEO or Group Executive role.
**Who is Executive Breakthrough for?**

**Executive Breakthrough** is exclusive and participation is by invitation only. This distinct feature of the program ensures you will be in the company of a very senior, international and high caliber group of peers.

The program is for high performing senior executives who aspire to a CEO or Group Executive role within the next three years, as well as newly appointed CEOs keen to accelerate their integration and ramp up their performance. Experienced CEOs and Board members are also invited - leadership today is about continuous renewal and transformation.

The program is also for small groups of senior executives from the same company who wish to accelerate their integration as a top team, or push the envelope on the potential for what they can achieve through working together. In addition to individual breakthroughs, the Intensive will also take relationships and future impact to a whole new level.

If you’re hungry and committed to realizing your potential, **Executive Breakthrough** will help you discover how.

**Executive Breakthrough includes a rare opportunity to network and learn in a private and confidential setting with very senior peers.**
How is Executive Breakthrough different?

Executive Breakthrough uniquely combines the best-in-class leadership assessment and succession experts with the best-in-class leadership development and transformation experts.

It brings together Egon Zehnder consultants with a profound understanding of your business context, as well as deep expertise and understanding of the capabilities and potential you need to succeed and Mobius Executive Leadership with deep expertise and understanding of how to get you where you want or need to go. Together this joint team will:

1. Show you where you stand today;
2. Help you to evolve your mindsets, identity and capabilities;
3. Support you to reach your development and performance goals as quickly as reasonably possible

Together we understand the diverse challenges you will encounter when you reach the top of your organization. We can pin-point the specific areas of your experience, competencies, leadership identity and potential you need to leverage or develop further to realize your aspirations. We can help you to see blind spots that are getting in your way without you realizing it. We can enable access to world class development resources, as well as give access to world class mentors, to support the changes you want or need to make. And together we are committed to your growth and success

Executive Breakthrough is not an ‘event’ – it is a journey of personal and professional growth.

Most leadership programs are an event – typically a week-long training program which gives you new tools and a ‘shot in the arm’ of inspiration. But soon after you return to work, the glow wears off, and little change actually sticks.

We know that real, sustainable development takes place over time. That’s why we stay with you over the course of a year, to support your learning as well as your ability to integrate and apply those lessons into your every-day leadership. A Development Advisor will be with you throughout the program, before and long after your weeklong Intensive
Our philosophy of CEO and top team development

The era of the “superhero CEO” is over. Egon Zehnder has undertaken extensive research into what it takes to drive Transformational Leadership in this increasingly complex, volatile world. Mobius Executive Leadership has advised thousands of senior executives along their transformational development journeys. We share the belief that top executives need to develop both their repertoire of leadership behaviors and their internal ‘mindsets’ to lead effectively.

We often find that senior executives have focused on developing their technical and functional capability, but have not addressed their ability to “lead and transform themselves”. This is a crucial factor explaining why so many CEOs fail. The good news is that a growing body of research in psychology and neuroscience, shows that adults have immense scope to develop throughout their lives and to evolve their mindsets and capabilities to the level required by the demands of their roles.

The dimensions of Transformational Leadership connect the business transformation agenda with the agenda for personal growth. This is how we co-create a truly bespoke development journey, this is the ‘breakthrough’ in Executive Breakthrough.
**The program at a glance**

**Executive Breakthrough** has three core elements delivered over the course of a year: Know your baseline, breakthrough intensive and bespoke development.

**Know Your Baseline**
Starting with a clear, objective picture of how you currently measure up against a high performing CEO or Group Executive profile through a robust evaluation of your executive competition, your unfulfilled potential, and factors that may derail you.
We complement this with a picture of what you aspire, to help you think through your desired impact at the individual, team, and organizational level.

**Breakthrough Intensive**
With a relevant peer group, experiencing a unique 5 day program, to evolve your C-suite mindset and build your leadership toolkit for creating deeper and sustained personal, systemic and social impact.

**Bespoke Development**
Supported by your Development Advisor and in partnership with your organization, putting in place the further experiences, peer or expert networking, coaching, mentoring and development interventions to be ready for the next big career challenge.
Know Your Baseline

Your unique development journey needs to start from a thorough understanding of where do you want to go and where do you start from.

To do this we need to gain clarity about two aspects: 1) The kind of business impact and organizational transformation you aspire to generate with a step change in your leadership repertoire, and 2) how you currently benchmark against a high performing CEO or Group Executive in your market. In this way, you can target your development on those areas that will most make a difference to your capacity to succeed at the top.

We know what good looks like at CEO and Group Executive levels and can provide a best-in-class benchmark of your current capability. And we know how to lead the self-discovery of your aspirations. Our know-your-baseline interactions include:

• Two structured conversations with Egon Zehnder consultants who understand your market to get a detailed understanding of your aspirations, your current competencies and surface underlying attributes that will predict your potential, development, and performance in a CEO or Group Executive role
• Psychometric assessments to yield a deeper understanding of your intrinsic resources and traits
• 360° referencing to build up an accurate picture of how you’re currently perceived

Once complete, we’ll share our findings with you and work together to decide what exactly they mean in terms of your aspirations, your development trajectory, personal brand, identity, and followership of teams and organizations.

If you have recently participated in a robust executive assessment, your Development Advisor will directly work with you on your aspirations for business impact and organizational impact (second conversation) and will use the available data to complete the picture. S/he can also collect further 360 data should you need to clarify or refine your understanding of how closely you meet the requirements of a top performing CEO or Group Executive.
Breakthrough Intensive

The problem most senior executives have is not that they don’t ‘know’ what to do. It’s cracking the code on what gets in the way of them actually doing it. We call that phenomenon ‘the Performance Gap’ and the Breakthrough Intensive will help you close yours.

The Intensive is the ultimate tailored journey. There is nothing generic or “off the shelf” about it. Traditional leadership programs use standard learning methods such as lectures, role-playing, and generic, hypothetical exercises. In the spirit of Executive Breakthrough, the Intensive is entirely customized to the specific people in each group, built around their particular challenges and opportunities. This often life changing, five-day development immersion will challenge you to look inside yourself at your leadership habits that work - and those that hold you back.

At the Intensive you will have access to one-on-one coaching from world-class experts from Mobius in personal leadership transformation and to Egon Zehnder senior partners with deep understanding of the challenges in transitioning and succeeding as a CEO, Group Executive or Board Member.

The Breakthrough Intensive is led by Erica Ariel Fox, New York Times bestselling author ofWinning From Within: A Breakthrough Method for Leading, Living and Lasting Change. Erica is a lecturer at Harvard Law School, a Founding Partner of Mobius Executive Leadership, and has been published in Forbes, Bloomberg, Harvard Business Review, McKinsey Quarterly and The Huffington Post. She has counselled top teams on high performance for 20 years.
Bespoke Development

You will end the Intensive with a deeper understanding and passion for your transformation. Your Development Advisor will convene a (virtual) round table with you, your coach from the Intensive, your internal sponsor and – if appropriate – your leadership development or HR Director. The objective is to craft your bespoke development journey to sustain the fundamental changes that came out of the Intensive and build your repertoire to flourish in the one you now have or to be ready in time for a bigger role. This plan will describe the concrete, specific actions by you, your organization and other resources to accelerate your transformation. It will connect back to your initial aspirations of creating business impact and organizational impact, will help you to recalibrate and to work towards full implementation.

Over the rest of the year, your Development Advisor will connect with you on a regular basis to discuss progress, celebrate milestones and adapt the plan to any new personal or business circumstances. S/he will orchestrate for you the access and timing to additional resources, e.g.

- Personal transformation coaching from Mobius or Egon Zehnder coaches
- Executive roundtables on relevant topics
- Transformation dynamics that leverage into the leadership team and the entire organization
- Technical insights e.g. governance, investor relations
- Advice on executive education programs for specific technical gaps
- Access to relevant online learning

An essential element of the program is the access to Board level executives and Non-Executive Directors through the Egon Zehnder network for mentoring and thought partnership.

At the end of this period you will re-group with your Development Advisor to discuss how far you have progressed and to plan the next phase of your transformation. Optionally, we can also provide a further benchmark assessment to monitor progress towards your end goal.
Where and when

Executive Breakthrough takes places over the course of a year and can start any time. The Intensive is ideally placed at about 3-4 months into the program.

The Intensive is offered on the following dates:

April 09-14, 2016       September 24-29, 2016       November 05-10, 2016
Europe                   North America               Europe

The Intensive programs start Saturday 5:00 pm and end Thursday 3:00 pm

The venues are tranquil and charming, providing privacy and spaciousness. Specific details will be shared with the people who register for each session.

Register now:
Save the Date in your calendar and reserve your place at the Intensive

Each Intensive is limited to a maximum of 18 senior executives

To register or for more information please:
email ExecutiveBreakthrough@egonzechnder.com or
call +44 20 7943 1976
About us

**Executive Breakthrough** is brought to you by Egon Zehnder and Mobius Executive Leadership. By working together and combining our knowledge and experience we are developing and supporting the next generation of top leaders.

**Egon Zehnder** is a pre-eminent advisor on leadership to many of the world’s most respected organizations. Our core services include executive search, accelerated integration, Board consulting, leadership assessment and development, CEO and executive committee succession planning, team effectiveness and transformational leadership.

**Mobius Executive Leadership** is a premier leadership development firm dedicated to supporting transformational leadership development and organizational culture change. Our core services include top team alignment and integration, executive coaching, customized leadership development programs, meeting facilitation, skills-based training, and long-term support for sustainable organizational culture change.

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