



8th Annual Gathering

October 19-24, 2025

Cape Cod, Massachusetts



Storm Surge by Mobius Featured Artist, Jim McManus



The Next Practice Institute (NPI) of Mobius Executive Leadership sponsors transformational training programs for our practitioners, partners, and clients.

These programs operate at the nexus of “best practice” in such areas as organizational development, culture change, adaptive leadership – and “next practice” in neuroscience, somatics, energy work, music, yoga, and other expressive and devotional arts.

Together, we are creating a global community of practice devoted to the craft of transforming people into stronger leaders, building a more just and sustainable world, and restoring the cultural fabric.

Since 2016, we have conducted a week-long professional development immersion, where we come together to enrich ourselves as practitioners and deepen our community connection.

This Annual Gathering brings together a global group of change practitioners (coaches, mediators, and facilitators), business leaders, human resources and organizational development professionals, strategy and leadership advisory consultants.

We come together for renewal, learning, inspiration, and practice.

The Annual Gathering is supplemented throughout the year with workshops.

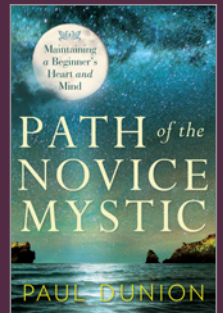
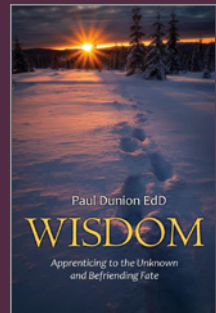
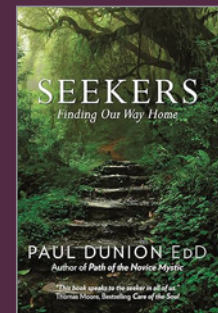
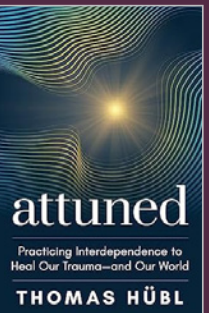
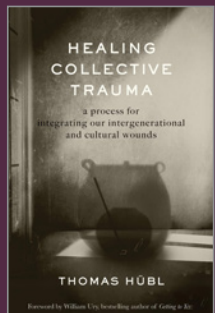
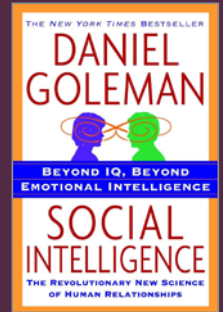
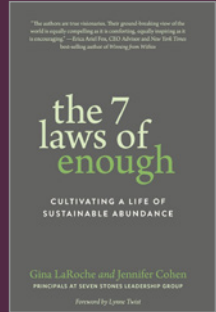
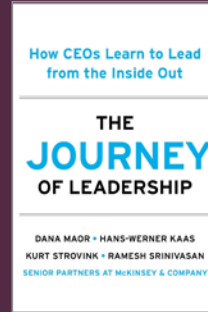
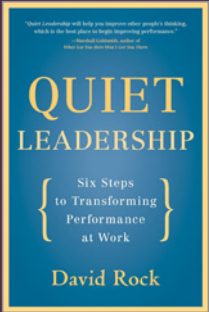
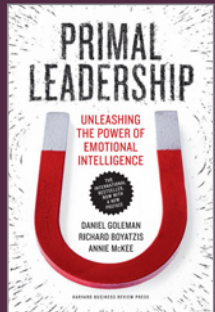
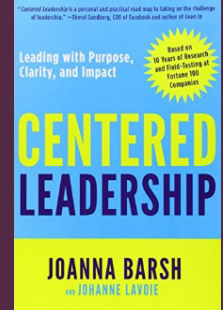
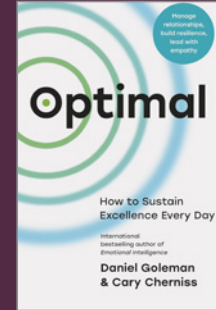
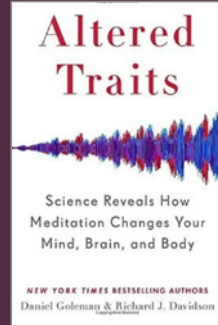
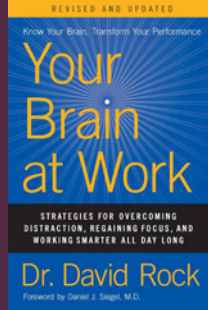
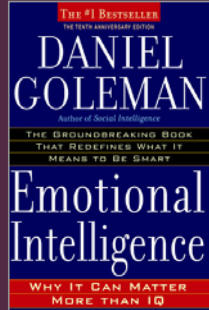
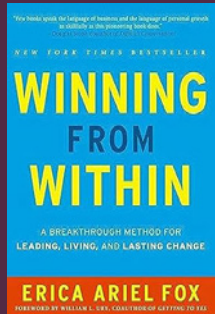
If you would like to receive our monthly newsletter and announcements about special events, workshops, and emerging scholarship, we welcome you to visit the homepage of our [website](http://www.mobiusleadership.com/npi) where you can subscribe to join our community.



ANNUAL GATHERINGS OF THE NEXT PRACTICE INSTITUTE



BOOKS BY NEXT PRACTICE INSTITUTE 2025 FACULTY





"NPI is a once a year opportunity for transformation on a personal and professional level. I heard more than once how NPI has been 'life changing,' a comment that echoes my own experience."

— BUSINESS SCHOOL PROFESSOR AND EXECUTIVE COACH

"I expected that I would learn. I expected that I would meet and get to know interesting and wonderful people. I expected a unique approach to gathering. What I could not possibly have imagined was that something inside me would shift so profoundly. What a gift. I cannot wait to join this gathering again, knowing what I now know."

— CHIEF PEOPLE OFFICER

"This is my third year attending NPI, and each one has been even better than the last. A most extraordinary blend of deep learning, inspiring talks, creative and enriching workshops — all with outstanding faculty among an amazing community of practitioners. I was blown away."

— SENIOR EXECUTIVE COACH

"For me, it has been one of the most inspiring weeks in the last 20 years."

— SENIOR LEADERSHIP ADVISORY CONSULTANT

"NPI offered a space in which I could push on my growth edges, for several days, with others who were also undertaking their own personal transformation. An unforgettable experience!"

— PARTNER AT MCKINSEY & COMPANY

2025 ANNUAL GATHERING PROGRAM TRACKS

Participants can select from one of eight tracks for the week. There are a limited number of spaces for each track.

To guarantee your selection, we encourage you to sign up early!

Registration open:
www.mobiusleadership.com/np1



TRACK 1

Collective Intelligence and Wisdom-Guided AI with Mickael Drouard and Stefan Ekwall

As leaders contend with chaos and overwhelm, organizations have the chance to evolve towards greater adaptiveness, empowerment and wisdom. This track is for those ready to explore the cutting edge of how organizations do this. Through embodied learning, practical cases, and methodological insights, we will uncover how AI and Collective Intelligence reframes authority and invites us to engage more skillfully in the shared space. We will work on the inner capacities required to elevate the energy of a group, enabling greater outcomes for all. We will learn how to design and scale decentralized structures that enable Collective Intelligence to emerge and flow. Our journey will be enhanced by River – a groundbreaking, wisdom-guided AI – offering previously unseen possibilities in organizational learning. With decades of combined experience, Mickael and Stefan have served some of the most well-established organizations to shift from conventional pyramid-matrix structures to empowering operating models.



TRACK 2

Integrative CEO Coaching Masterclass with Jill Ader & Thomas Halbeisen

The world needs its CEOs to lead with higher levels of consciousness and inner capacity to hold the complexity they are dealing with. The CEO role has unique dimensions in terms of complexity, identity, stakeholders and has a disproportionate effect on the collective nervous system of a Board, an ExCo and the organization. This track will be led by Jill Ader, former Chair and now Senior Advisor at Egon Zehnder and Thomas Halbeisen, Principal at Mobius. Participants need to be coaching at CEO level already (or large ExCo member) and be familiar with some of modalities we will be integrating, e.g., IFS, Winning from Within®/work with archetypes, Constellations, Energy and Patterns. This masterclass is an opportunity to learn together how to have more impact in our coaching with CEOs. We will be experimenting, sharing cases and practicing. Come ready for a highly participative session with a group of peers who are moved to have more impact.

TRACK 3

Peer Coaching as a Resource for Learning, Healing and Cultural Transformation with Zafer Achi & Marc Roudebush

This track will train and certify coaches, facilitators, and change leaders to run successful peer coaching initiatives (large and small), using the same app-enabled, evidence-based approach that has proven highly effective at Harvard and Mass General Hospital over the last six years: Convu. When members of a community listen to each other attentively and non-judgmentally, they come to trust each other, put down their defenses, and are better able to learn, heal and grow together. In so doing they create a healthier and much higher performing culture. A Convu Peer Coaching Initiative (PCI) is a scalable and affordable lever you can use to facilitate culture change. Convu founder, and Harvard Graduate School of Education Adjunct Lecturer Marc Roudebush, and McKinsey Director Emeritus Zafer Achi, both Mobius Transformational faculty members, will facilitate direct experiences of listening, learning and culture-creation within the track – equipping participants to run PCIs for their own organization or clients.



TRACK 4

The Art of Facilitating Transformational Fields with Robin Alfred

Facilitation literally means 'making easier.' As facilitators, our core role is to support the group, and the individuals within it, to move more easily through the topics they are meeting to consider and the issues that arise in doing so. This means that, in addition to paying attention to content, we need to practice deep presence and cultivate both inner and outer awareness, as a 50/50 practice. We need to engage with the energetic movement of the group, its coherence and fragmentation, and harness the catalyzing power of shared intention. This track is designed to help participants develop advanced facilitation skills to lead groups in a transformative way, attuned to the social and emotional field that emerges within each encounter. Mobius Transformational Faculty member Robin will be weaving the teachings of Thomas Huebl, Otto Scharmer, Argyris and Argyris Mindell, Eileen Caddy, Clare Graves, Don Beck, Ken Wilber and others who have inspired his unique approach to advanced facilitation.



Our learning tracks span different areas of transformational craft – from an organizational focus to advanced practitioner development and healing.

In their different ways, each track helps define and lift the standards of practice in organizational consulting that supports individual, team and system transformation. These quests that we are on as organizations, as leaders, and as a society, call for deep work if we have any hope of achieving the amount of collaboration, innovation, change agility, diversity and inclusion, mental health, emotional well-being, and trauma-sensitivity that we so urgently need. The learning tracks do, of course, offer tools and techniques, but they also demand the exploration of your heart and your soul. They seek to enable you to bring the best light that you are, into the world to help heal and transform it.

2025 ANNUAL GATHERING PROGRAM TRACKS

Unless otherwise explicitly indicated, learning tracks at the Annual Gathering typically do not offer certification nor fully prepare a practitioner to apply the relevant methodology in their client work without further instruction.

These sessions are designed as foundational learning immersives in these pioneering practices.



TRACK 5

Somatic Coaching and Embodied Leadership with Jennifer Cohen & Jennifer Krier

Designed for newcomers and experienced participants alike, in this track we will explore foundational moves and new innovations of practice. To gain a grounded understanding of what makes working with and through the body so effective for long-lasting and sustainable change, we will play with fundamental principles of neuroscience, somatics, and developmental attachment. Our early conditioned movement and relational patterns contain the stories of how we have been shaped, our beliefs, and even our world view. When we retrace, revisit and restore our natural, core impulses, we free constrained energy and open the door to greater flow, resilience, and alignment with our purpose. This track will offer a heightened sense of leadership presence, embodiment and inspiration for your own leadership journey as well as extend and deepen your coaching/advising skills. Be ready to use yourself as an access to your learning. Jen Cohen will be joined by Jennifer Krier to introduce a step-by-step somatic process for meeting defenses with care and respect.



TRACK 6

Family Constellations with Ester Martinez

Back by continued high demand, this powerfully transformative session will lift the veil on systemic patterns and ignite your own deep healing process as well. Ester Martinez brings twenty years of experience as a psychotherapist, constellations expert and as a mystical student of Thomas Huebl. As a Senior Transformational Faculty member of Mobius, Ester serves as faculty for our CEO programs conducted with Egon Zehnder (Executive Breakthrough Program) and as a core practitioner in our executive retreat practice where she works with individual leaders. This track explores the systematic principles operating within all human systems, whether family, teams or organizations. We will explore the invisible realms — the chords that guide so many of the visible symptoms we encounter.

TRACK 7

The Power of Being Internally Referenced with Dr. Paul Dunion & Andi Winter

We are taught to be externally referenced, identifying with the values and expectations of family, teachers, coaches, and bosses. This track uniquely depicts what it means to be internally referenced portrayed by self-intimacy. Self-awareness, self-trust, self-loyalty, and self-love will be considered as we move into the inquiry involving intimacy with the self. Participants will be given concrete tools for deepening self-intimacy as well as being introduced to what it means to live intimately. Special attention will be given to what it means to be an internally referenced leader. Our exploration will be conducted by short lectures, storytelling, small group discussion, ritual, journal writing and guided imagery. Senior Mobius Transformational Faculty members Dr. Paul Dunion and Andi Winter will lead this track which is back by popular demand.



TRACK 8

Tapping into Eternity with Michal Fox Smart

A Fulbright scholar and award-winning author, Michal has pioneered work at the nexus of personal mastery, spirituality, and professional development for over 30 years. In this track participants will explore how ancient texts, sacred truths and ritual intersect with contemporary leadership theory and how timeless questions deepen your coaching conversations and facilitation. We will explore how to hold what is finite and fractured within what is eternal, sacred, and whole. We will turn inward, cultivating wider awareness, inner stillness and capacity. We will venture outdoors and within the pages of ancient texts, exploring timeless sources of inspiration and new modalities for facilitation. We will experiment with creating rituals, expanding your capacity to usher clients through liminal moments. Tapping into eternal time enables us to act in alignment with our highest values and to show up as fully resourced, inspired, best versions of ourselves. It is a vital tool for leaders to navigate the increasing stress, complexity, and uncertainty of a turbulent present.



Tuition Costs:

\$7,500 without accommodation

or

**\$9,350 with accommodation
at the Ocean Edge Resort**

To register, visit

www.mobiusleadership.com/npi

2025
ANNUAL GATHERING
**KEYNOTE
PRESENTATIONS**

Supplementing the track learning, we host world-class thought leaders and pioneering voices in the field of transformational leadership to inspire us and advance our learning.



MONDAY AFTERNOON

DR. DAVID ROCK

*Understanding the Brain
Creates Better Leaders*

Dr. David Rock is a world expert regularly cited in *HBR*, *The New York Times*, *the Wall Street Journal* and by the BBC. Co-founder and CEO of the NeuroLeadership Institute (NLI) he coined the term neuroleadership. The Institute is a 26-year-old cognitive science consultancy that has advised two-thirds of the Fortune 100. It brings neuroscientists and leadership experts together to make organizations better for humans, through science. David has authored four books including *Your Brain at Work*. In this talk, he will share his insights into how and why understanding the brain makes for better leaders.



TUESDAY MORNING

DR. PARNEET PAL

*We Can't Outrun
Our Biology*

Our planetary house is on fire. So are we. Cellular inflammation in our body – an immune response to stressors – has fueled astronomical disease rates. Inflammation traps us in destructive behavior patterns. It impairs individuals, consumers, and leaders from moving at the speed and scale required to reach our sustainability targets. In this talk, we will take a scientific and poetic voyage. Harvard and Columbia trained physician-educator, and founder of Systematically Well, Parneet Pal, a Mobius Senior Expert, will make the empirical connection between personal and planetary health to shift the narrative.



TUESDAY AFTERNOON

DR. HOUMAN HAROUNI

*Dignity, Empowerment,
and Integrity*

Most DEI approaches fall short of their purpose and engender problems that undermine the hoped-for goal of creating humane, welcoming environments. How do we overcome real and complex DEI challenges instead of holding on to high-handed moral positions? Lecturer at Harvard and the creator of the Equity and Inclusion Fellowship, Dr. Houman Harouni will draw on psychology, spirituality, philosophy, and real-world examples to show us an alternative path. In acknowledging complexity, DEI can increase people's capacity to act – if we focus on the exercise of leadership, of knowing how to change structures to empower everyone within an organization.



WEDNESDAY MORNING

DR. ANGEL ACOSTA

*The Future of
Healing-Centered Work*

Mobius Senior Expert Dr. Angel Acosta will share his pioneering research and transformative practices that have shaped a healing-centered paradigm across education, technology, and business. Drawing on decades of work at the intersection of leadership development, social justice, and mindfulness, he will explore how healing-centered approaches address systemic inequities and foster resilience in organizations and communities. He will discuss integrating contemplative practices and innovative frameworks to reimagine leadership and organizational transformation, for a future rooted in equity, care, and sustainable growth.

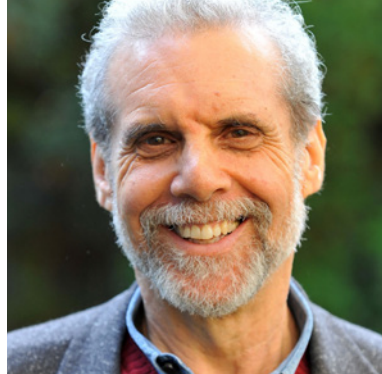


THURSDAY MORNING

JOHANNE LAVOIE & RAMESH SRINIVASAN

How CEOs Learn to Lead

In a VUCA world on steroids, it is easy to feel overwhelmed and default to polarized views. What can we learn from CEOs, who sit at the nexus of incredible tension – so that we use our everyday leadership challenges as a practice ground to navigate complexity? Johanne, a senior expert at McKinsey, coaches CEOs and is the global Dean of McKinsey's flagship programs on leadership excellence. She co-authored *Centered Leadership*, and is a contributor to *The Journey of Leadership*, which is co-authored by Ramesh. A senior partner at McKinsey, Ramesh is the Dean of the Bower Forum, McKinsey's program for CEO learning.



THURSDAY AFTERNOON

DANIEL GOLEMAN

*Emotional Intelligence and
Beyond*

Daniel Goleman, Ph.D. is known worldwide for his seminal work on emotional intelligence (EI). In this talk, he will share lessons from business in applying EI for more than two decades and detail the latest findings about the link between EI and the optimal state for performance at work (or for any task). One of the newer and strongest such results shows that outstanding teams exhibit emotional intelligence at the group level. He will describe how to upgrade a team's collective emotional intelligence. Finally, he will explore the spiritual dimension of EI's components: self-awareness, self-management, empathy, and social skills – arguing that these capacities are the foundation for any path toward awakening.



FRIDAY MORNING

ERICA ARIEL FOX

*Walk Barefoot Through
the Sacred Garden*

Erica Ariel Fox will reflect on her decades of work weaving mythology, ceremony, and sacred rites of passage into leadership journeys for senior executives. She will share why this approach to fostering transformation with clients is a spiritual practice and a professional endeavor. Erica is Mobius Executive Leadership's Co-Founder and Chief Thought Leader. A luminary in our field, she was one of the first to explain the vital role our inner landscape plays in business leadership. Her pioneering research, writing and teaching span over 20 years at Harvard Law School, advising hundreds of C-Suite executives, and authoring the *New York Times* bestseller *Winning From Within*.



WEDNESDAY INTENSIVE

with Thomas Huebl, Mobius Master Transformational Faculty

MYSTICAL PRINCIPLES OF TRANSFORMATION

A special group session with Thomas Huebl, PhD

For the eighth year in a row, at the heart of our Annual Gathering, we will study the practices of consciousness development and the processes for healing individual, family, and collective trauma.

These quiet hours in the center of our week-long gathering offer a rare opportunity to study the mystical principles of transformation with non-dual teacher Thomas Huebl, who joins us each year for an immersion in his teaching.

Leading the group for a day of study, practice and healing, Thomas will offer his unique approach for living as a “mystic in the marketplace” – sharing his understanding of the mystical principles of embodiment, inter-generational restoration and personal evolution. We are truly delighted to offer this opportunity to practice with an advanced teacher who understands the challenges of modern life and grounds his work in psychology, philosophy, and meta-physical awareness.

Thomas Huebl is a rare guide: a masterful mystic able to navigate advanced realms of spiritual mastery while presenting himself in a delightfully warm, transparent, brotherly way. He is the best of modern enlightenment: deep thinking, clear-seeing, and radical in his stance.



When the past is fixed it creates destiny.
When the past is free it creates possibility.

– THOMAS HUEBL

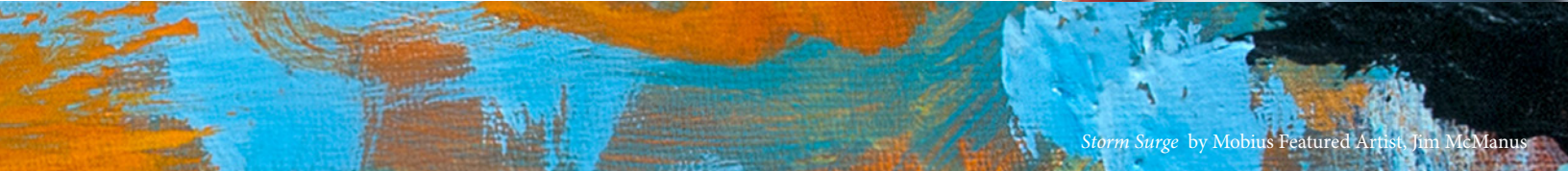
In 2020, he published his ground-breaking book *Healing Collective Trauma: A Process for Integrating our Intergenerational and Cultural Wounds*. This opus explores how significant collective trauma symptoms are in shaping our modern society and contains cutting-edge remedies that offer hope for generations to come.

In 2023, he brought us *Attuned: Practicing Interdependence to Heal Our Trauma – and Our World*. This profound offering shares his deep insights about core relational competencies we seek to develop as practitioners.

Thomas has been guiding many of our practitioners in the professional development of state-of-the-art healing practices and trauma-informed approaches to executive development. Through NPI, Thomas offers workshops, supervision groups/hyper-learning circles and study groups exploring mystical principles.

Thomas is blazing a path of 21st century spiritual practice and helping thousands of students around the world to really live their awakening amid today's busy world. His annual summit on Collective Trauma and his non-profit, Pocket Project, are beacons in the field.

Wednesday's session will focus on healing and the art of transformational facilitation — it remains one of the most-loved experiences of the week.



Storm Surge by Mobius Featured Artist, Tim McManus



SOULSCAPING WITH LOUIS PARSONS

Tuesday Evening | Small Group | 8:00pm

SoulScaping is a powerful and accessible art form that helps you connect with your inner creativity and light, no matter your artistic ability. More than art, it offers a transformative journey of self-expression and growth. Spaces for this very special two-hour session will be limited, on a *first-come basis*. We will announce how to sign up at the opening of our week together.

Louis Parsons is a Mobius Expressive Arts Faculty Member who uses the power of art to inspire people and organizations to co-create a world of deeper harmony and success. He brings together a unique blend of skills by understanding personality, intuitive listening, and talented artistry. He passionately believes there is an emerging art movement, which he terms “The Soul Renaissance.” Through his talks, workshops and art, Louis unlocks our ability to see the unique symphony of light that resides inside all of us. He brings simplicity and clarity to empower people to find greater energy in their lives. His work has taken him around the globe, consulting with leading world experts in psychology and personal development, all of which have greatly enriched his understanding of the human soul.





SOUNDBATH BY DIEGO WALLRAFF

Wednesday Evening | 8:00pm

Sound Artist Diego Wallraff creates powerful, multi-dimensional, *gonglactic* Sacred Sound Journeys to assist you in re-setting your Human Operating System. Allow the sacred Tibetan & Crystal bowls, majestic gongs and resonant strings to take you on a mystical sonic journey through the world of sound & vibration for energetic clearing, re-balancing and deep relaxation. A sound bath for many is a surprising and delightful experience of a profound meditation into sacred sound which can promote deep healing through recalibration of your energetic & central nervous system.

As a Colombian/German, Diego moves fluidly between the Performing Arts and the Healing Arts. A former musician, Diego learned how to apply sound for healing from his teachers Gongmaster Don Conreaux and Suren Shresta from Nepal. He uses Tibetan & Crystal Bowls, PAISTE Planetary gongs and other vibrational instruments to facilitate sound journeys to help clear the energetic system, create deep relaxation and a sense of well-being.





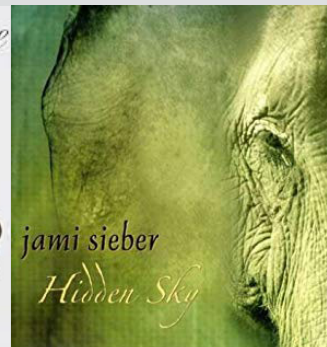
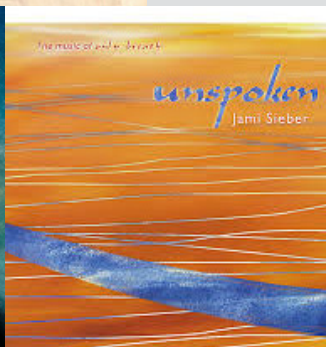
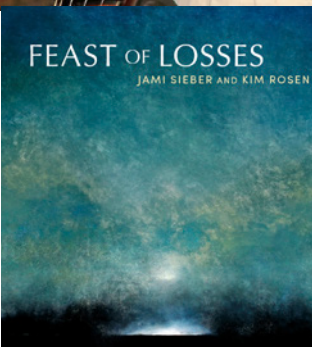
AN EVENING OF CELLO WITH JAMI SIEBER, MOBIUS EXPRESSIVE ARTIST

Thursday Evening | 8:00pm

Electric cellist and vocalist Jami Sieber reaches inside the soul with compositions that are contemporary, timeless, lush, and powerfully evocative. Internationally celebrated, Jami's innovative performances move beyond the surface, seeking and re-seeking her truth by creating musical bridges and connections. Doing what moves her, she inspires listeners with her honesty, musical prowess, and humanity. Her life-long commitment to the environment, social justice, and the healing arts is at the heart of her music, reflecting a deep dedication to the arts as a medium to express the interconnectedness of all beings.

"In Jami Sieber's hands, the cello becomes a statement for longing and freedom, for unbridled expression, and a prayer to tenderness that encompasses every emotion."

– Lloyd Barde, Music Editor, *Common Ground Magazine*





"Life isn't meant to become safe, stable and unchangeable – it is YOU who are meant to become your own sanctuary. It is in your power and in your hands to create an inner world of rock-like stability."

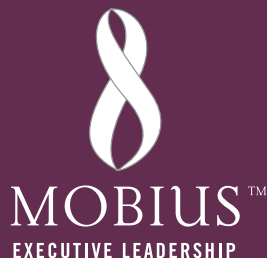
DR. SHAI TUBALI, MASTER MOBIUS TRANSFORMATIONAL FACULTY

*The Cape Cod Rail Trail
Brewster, MA*

Tuition Costs: \$7,500 without accommodation or \$9,350 with accommodation at the Ocean Edge Resort

To register, visit www.mobiusleadership.com/npi

Cancellation Policy: Cancellations *at least 30 calendar days* before the start of the Gathering will receive a full refund less a 10% fee. If outside of the 30 days, please note that refunds are not available. You may elect to transfer your registration to a different participant without penalty with written approval from NPI@Mobiusleadership.com.



ABOUT MOBIUS EXECUTIVE LEADERSHIP

Mobius Executive Leadership is a premier coaching, training and leadership development firm. We offer transformational learning programs to senior-level audiences and operate at the nexus of “best practice” in leadership, adult development, and organizational culture change and “next practice” in psychology, somatics, expressive arts, and transformational healing.

We build high performance cultures by enabling meaningful, personal breakthroughs in tandem with a process of corporate renewal and organizational evolution. We help prepare executives and top teams to lead adaptively in a world that is increasingly complex, fast changing and meaningfully ambiguous.

Since 2004, Mobius has developed an international reputation – bringing “consciousness offerings” to the business and public sectors, and providing innovative, deep, immersive leadership journeys to an ever more receptive business context. In 2013, we published the New York Times bestselling book *Winning from Within: A Breakthrough Method for Leading, Living and Lasting Change* by Mobius Chief Thought Leader Erica Ariel Fox, on which many of our client programs are now based.

Our immersive programs increase the centeredness, embodiment and intuitive sensing capacities of the leaders we work with. We introduce methods for engaging the distributive intelligence in their organizational systems. Ultimately, these programs help mature root perspectives and increase cognitive and emotional adaptability – equipping participants to lead large-scale change thereafter.

In January 2016, we launched our learning consortium, the Next Practice Institute (NPI) for coaches, facilitators and executives leading transformation. In 2017, we pioneered the Customized Leadership Immersion, a private retreat tailored for an individual executive. More recently we have established hyper learning circles for supervision of our client work to build a global community of practice. During COVID, we conducted *Mobius Cares* a six month free webinar series to provide expertise to manage the pandemic.

In 2021, we launched Mobius Touch, our e-learning platform for on-line learning, as well as our Practitioner Portal for ongoing development. In 2024, our CEO Amy Elizabeth Fox co-lead a year-long intensive training with Mobius Master Transformational Faculty member Thomas Huebl, the Trauma-Informed Consulting and Coaching Certification Program.



“Consider where you collude to not take time for what really matters, to commoditize your soul journey into bite-size investments of energy, and to distract from the lyricism of beauty and volcano of potency that could become your life unleashed or your organization in its full vitality and promise.”

— AMY ELIZABETH FOX, CEO AND CO-FOUNDER OF MOBIUS EXECUTIVE LEADERSHIP



Ocean Edge Beach, Brewster, MA



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All paintings in this brochure are by Jim McManus, Mobius Transformational Faculty Member and Featured Artist.