

Executive Breakthrough Program

EgonZehnder





“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.”

Claudio Fernandez-Araoz, Egon Zehnder, *21st Century Talent Spotting*, Harvard Business Review

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

Erica Ariel Fox, *Winning From Within*, Mobius Executive Leadership

The program

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. We do not want this to be you. Getting ready early is critical.

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. Taking time to attend a long business school program provides knowledge and great networking benefits but doesn't address these more deeply rooted changes required to succeed as a CEO or Group Executive in today's complex world.

That's where our Executive Breakthrough Program comes in. Aimed squarely at potential and new CEOs and Group Executives, it takes a holistic view of top team development. It's a true partnership between you, your organization and us, designed to prepare you for the most senior positions in less time. Think of it as an investment in your personal development and a gateway to the next stage in your career.

During the program we will:

See how you measure up against top performing CEOs and other senior executives

Look at strengths you can leverage, your untapped potential and any performance gaps

Evolve your mindset and self mastery to perceive and navigate the very different challenges which confront a CEO and the top team

Create a bespoke development plan so you're as ready as humanly possible for future roles

Ensure you have the support and resources you need to execute your development plan and realize your full potential

Who is the program for?

Our 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.

Our program takes working relationships to a new level so we welcome both individuals and teams from the same organization

Our philosophy of CEO and top team development

We believe that in today's complex, turbulent and uncertain world, top executives need to develop their internal capacity or 'mindsets' to lead effectively. Robert Kegan, our friend and thought leader on adult development, hypothesizes that most of us are 'in over our heads' – we have not developed a sophisticated enough perception of the world, of our organizations or of ourselves to lead through this complexity. We often find that senior executives have focused on developing their technical and functional capability but have not addressed their ability to "lead themselves". This is one important reason why 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.

We also believe that most leadership problems are created by individuals getting in their own way without realizing it. To address this we've come up with a finely tuned development path that involves recognizing your limiting beliefs and behavior patterns, and learning to transform them.

We call this process "closing your performance gaps" because that's exactly what it involves.

The program at a glance

Our Executive Breakthrough Program is in three parts: benchmarking, breakthrough intensive and bespoke development.



Benchmarking

Evaluation of your strengths, potential and development gaps against a high performing CEO or Group Executive profile to arrive at a focused development plan

Breakthrough Intensive

A unique 5 day program with a relevant peer group to evolve your C-suite mindset and build a leadership toolkit for creating deeper and sustained personal, systemic, and social impact

Bespoke development

In partnership with your organization, ensuring that you have the experience, exposure and education to make the transformation to high performing CEO or Group Executive

Benchmarking

The program begins with an evaluation exercise that looks at your strengths, potential and gaps in relation to high performing CEOs or Group Executives in your organization and market. It assesses not only your past performance and current capabilities but also your future potential.

Once complete we'll share our findings with you and work together to decide what exactly they mean in terms of your development. We'll then meet with you, your internal sponsor and – if appropriate – your leadership development or HR Director to create a development plan that describes the experience, exposure and education you need to realize your potential.

You may already have a recent and robust assessment of your readiness for a CEO or Group Executive role, perhaps an appraisal conducted by Egon Zehnder. In this case, we will meet with you and your sponsor to prioritize your development goals and then work separately with you to craft a relevant and realistic development plan.

The evaluation includes:

A structured interview with Egon Zehnder consultants who understand your market to get a detailed understanding of your competencies and surface underlying attributes that will predict your development and performance in a CEO or Group Executive role

Psychometric assessments to yield a deeper understanding of your personality traits

360° referencing to build up an accurate picture of how you're currently perceived

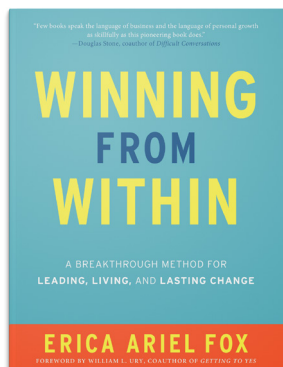
Breakthrough Intensive

This, often life changing, five-day development experience will challenge you to look inside yourself at your leadership habits that work - and those that hold you back. You'll be introduced to the latest research on adult development and neuroscience to understand what it takes to succeed in top team roles and how you can change unproductive or problematic behavior patterns into new and creative ways of leading others.

The beginning of the week focuses on self-discovery and self-transformation. Toward the end of the week, we shift our attention to techniques you can use to inject a sense of discovery and transformation in key conversations and team interactions. We use a variety of learning methods including group work, individual reflection, one-to-one coaching, expressive arts, mindfulness practice and somatic interventions.



The Breakthrough Intensive is led by Erica Ariel Fox, New York Times bestselling author of *Winning 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.



Bespoke Development

Each participant will have unique development paths within very different organizational contexts. You will need to sustain the fundamental changes that come out of the Breakthrough Intensive and build your repertoire to be ready on time for a bigger role. So in this final part, we will work with you to refine and tailor your development plan and agree on concrete, specific actions by you, your organization and other resources to accelerate your executive development.

We, Egon Zehnder and Mobius Executive Leadership, can also provide executive coaching and business mentoring experts to work with you on specific aspects of your development.

We will set up with you bi-monthly calls over the following months to touch base with your development. After a defined period, typically 9-12 months, we will re-group to discuss how far you have progressed and to plan the next phase of your development. Optionally, we can also provide a further benchmark assessment to measure accurately how far you have progressed.

Where and when

The **Benchmarking** phase will take place between now and mid October.

The **Breakthrough Intensive** is a residential program that takes place outside of Boston, USA from:

18 October, 2014 at 5.00 pm EST - 23 October, 2014 at 2.00 pm EST

The **Bespoke Development** continues after the Breakthrough Intensive

Register now

This program is limited to a maximum of 18 senior executives.

To register or for more information, please email

ExecutiveBreakthrough@Egonzehnder.com or call **+44 207 9431 972**

About us

The Executive Breakthrough Program is brought to you by Egon Zehnder and Mobius Executive Leadership. By working together and combining our knowledge and experience we are developing the next generation of great 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, board consulting, leadership assessment and development, CEO and executive committee succession planning, and team effectiveness.

Mobius Executive Leadership is a premier leadership development firm dedicated to supporting transformational leadership development and organizational culture change. Their unique models and methodologies are built on from decades of teaching, advising and consulting with senior leaders.

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