

# Executive Breakthrough Program...

Realize the leader  
you are meant to be

EgonZehnder



MOBIUS  
EXECUTIVE LEADERSHIP



# Can I be the leader I aspire to be?

Attaining the highest level of leadership – whether the CEO role or another top executive position – is a step-change in one's career trajectory.

While achieving the position is a culmination of experiences and achievements, it is also as much the beginning of a new journey as it is the completion of the last one.

CEOs assume the position with high expectations — of their shareholders, employees, stakeholder groups, and, yes, themselves. The CEO also faces a business and societal environment of complexity, ambiguity, and volatility, and with higher and often unrealistic expectations and scrutiny.

One cannot fully appreciate what it takes to lead an enterprise and its disparate stakeholder groups until one is actually in the role.

**With the commitment to lead at the top solidified, the pivotal question remains: Are you fully prepared to be the leader you are meant to be?**

The Executive Breakthrough Program is unique, selective, and by invitation only. Designed for current CEOs and senior executives who aspire to be CEOs and/or are on the succession plan to

lead the organization, participants are chosen and invited through Egon Zehnder and their respective sponsor organizations.

Current CEOs get the opportunity to step outside of their role and deeply reflect on how to transform themselves and the enterprise they lead, gaining new perspectives and energy.

Led by a multidisciplinary team of development experts from Egon Zehnder and Mobius Executive Leadership, this confidential, year-long program takes the executive on a systematic, transformative journey of personal discovery, development, and support to create truly holistic growth and realize full potential.

Leaders deeply explore themselves while learning the tools to recognize, influence, and motivate the high potential in others. Executives inspire followership and radiate purpose.

They grow in self-awareness while discerning more clearly their sense of vision, acknowledging the impact of their habits and behaviors, and enabling them to drive their own growth as well as their organizations' transformational change.

The program's foundations are WINNING FROM WITHIN®, Mobius's seminal framework on personal transformation from the inside out, and Egon Zehnder's Potential Model, seamlessly working together to support the individual's self-discovery and unlock their potential.

Central to the construct is Egon Zehnder's Transformational Leadership model — aligning the individual's personal growth priorities to the transformation agenda of their business.

## The CEO leadership readiness void

Egon Zehnder's global survey of more than 400 CEOs, *The CEO: A Personal Reflection*, illustrates the need for greater preparation and readiness.



**“When you become the final decision maker, everything changes.”**

**CEO respondent**

**The CEO: A Personal Reflection (2018)**



# The Executive Breakthrough Journey – fulfilling the human dimension of leadership

To be successful in the top role requires a combination of experience, generative mindsets, and productive behaviors. You step into the role with the credentials and experiences, but are you truly ready?

Throughout your career, you have focused on refining your technical capabilities, but it's likely that you have not prioritized the time for personal transformation and reflection. As described in WINNING FROM WITHIN™, leadership today requires you to become a perpetual Voyager on the path of personal discovery and growth, to constantly be ready for what comes next, and nimble and flexible enough to adapt and respond.

The Executive Breakthrough Program helps you discover your authentic leadership style while broadening the leadership facets you can engage and deploy. Through the course of the program, you will identify what is holding you back and find clarity about those unique qualities that define you at your best — those that enable you to have the most impact as you assume the CEO or another executive position.

**“The ability to ‘break through’ and own and embrace your full potential is extraordinary to witness. It separates the good from the truly great leaders of our time — and those who follow.”**

**Jill Ader,**  
Partner, Co-founder of  
Executive Breakthrough  
Program and Executive  
Discovery Program  
at Egon Zehnder

## The Executive Breakthrough Program:

### **Develops a critical baseline**

of the leader's current mindset, ambitions, passions, and purpose — while also becoming fully attuned to how others view them and the impact they create. Program faculty take the individual on a deep exploration into their individual traits, beliefs, and assumptions to gain an understanding of what has shaped them thus far, what has held them back, and how they are perceived against other high-performing CEOs/executives. Many leaders may not even realize they have become stuck or recognize the unintended consequences of their actions. This benchmark becomes the leader's baseline — a robust evaluation of competencies, unfulfilled potential, and insights into important “blind spots.”

### **Evolves mindset**

by working together with expert faculty and a carefully selected group of participant peers.

During a five-day Intensive experience, the leader will build self-understanding of their authentic gifts, leadership style, and most powerful aspirations. Leaders create the toolkit in tandem with their personal Development Advisor and program faculty that becomes the foundation for how they define, deepen, and sustain personal, systemic, and societal impact.

### **Ensures readiness for what's next**

through the co-creation of a long-term transformation plan created with your Development Advisor. The plan will combine experiences, coaching, and mentoring for one year to embed the newly attuned mindsets and behaviors into day-to-day execution.

The Development Advisor also widens the transformational lens to help the executive ignite organizational change through managing complexity, orchestrating creativity, and engaging emotions in others.



# A year-long journey of discovery, discernment and enablement

Change demands six things: a 20/20 clarity on self-awareness, a persistent focus on the right priorities, the tools and techniques to address them, a systematic program of development, the foresight to envision a new future, and, critically, an external perspective on progress.

## Partnership from Day One

Each Executive Breakthrough Program participant is paired with an Egon Zehnder Development Advisor who serves as their sponsor, advisor, integrator, and mentor, and who will work intensely with the leader throughout the year-long journey.

## Benchmark & Baseline

The Development Advisor and executive closely develop the leader's baseline, including psychometrics and a proprietary benchmark of his or her capabilities as a transformational leader against other high-performing CEOs and executives. Through deep analysis and insight, the consultant and executive create a Leadership Development roadmap.

## Phase I

### Breakthrough Intensive

A five-day highly experiential offsite, designed to be both challenging and invigorating. The goal is to enable the leader to accelerate their professional transformation by evaluating how they look at themselves, their role, and the challenges within their organization. The faculty is led by Mobius Chief Thought Leader Erica Ariel Fox, author of WINNING FROM WITHIN®, and other expert leadership faculty from Mobius Executive Leadership and Egon Zehnder partners.

Participants delve deeply into their own professional journey — while also collaborating with a highly selective group of program peers. Participants leave the Intensive changed, with a better sense of who they are today and who they can become. Many view the Intensive as a once-in-a-lifetime chance to make a change in their inner lives and how they express their leadership in the world.

## Phase II

### Supportive Continual Learning

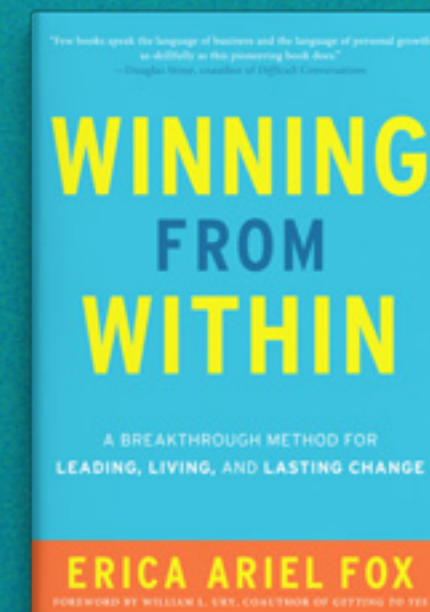
Following the Intensive, and for the remainder of the year, participants work with their Egon Zehnder Development Advisor to refine and convert their development plan into their day-to-day life, embedding the new mindsets and behaviors into impactful actions.

## Phase III and through the full year of the program.

**“In the ‘Age of Disruption’, the new game requires leaders to disrupt their inner order. As the world reinvents itself, the only way to win is to reinvent yourself, too.”**

## Erica Ariel Fox,

Chief Thought Leader, Mobius Executive Leadership, Co-founder and Faculty Head Executive Breakthrough Program and author of WINNING FROM WITHIN®: A BREAKTHROUGH METHOD OF LEADING, LIVING AND LASTING CHANGE





# Egon Zehnder and Mobius Executive Leadership share common frameworks for what it takes to develop leaders

The Breakthrough Intensive is based on a combination of Egon Zehnder's Potential Model, a proven framework that identifies a leader's key drivers of potential and helps leverage them to unleash new levels of performance in current and future roles, and Mobius Chief Thought Leader Erica Ariel Fox's New York Times best-selling leadership book WINNING FROM WITHIN: A BREAKTHROUGH METHOD FOR LEADING, LIVING AND LASTING CHANGE®, which synthesizes her 20 years of research conducted at Harvard Law School and as a leadership advisor to senior executives worldwide.

Egon Zehnder's Potential Model is based on the fact that what makes someone successful in a particular role today might not be what is needed tomorrow—which means that one's potential to learn and adapt is as important as one's existing competencies. There are four qualities that Egon Zehnder's research shows are hallmarks of potential:

**Curiosity:** a penchant for seeking out new experiences, knowledge, and candid feedback and an openness to learning and change

**Insight:** the ability to gather and make sense of information that suggests new possibilities

**Engagement:** a knack for using emotion and logic to communicate a persuasive vision and connect with people

**Determination:** the wherewithal to fight for difficult goals despite challenges and to bounce back from adversity

The Potential Model correlates significantly with the WINNING FROM WITHIN® approach, which targets the blind spots found in even the most senior of leaders and is considered a seminal work in leadership and executive development.

Guided by expert faculty, the Breakthrough Intensive explores the root causes behind each leader's most critical "Performance Gap," those instances highlighting the disconnect between one's optimized skills and behaviors versus one's actual behavior in a given situation or challenging moment. Leaders gain clarity of who they are when they are operating at their best versus their "everyday" self, and learn to close the gap.



# The WINNING FROM WITHIN<sup>®</sup>

## Big Four and Egon Zehnder's Potential Model

### The Dreamer

Core Strength:  
Creativity

Sweet Spots:

Generate their visions  
Dares to pursue their dreams  
Senses a path forward



Potential Model:  
Curiosity

### The Thinker

Core Strength:  
Clarity

Sweet Spots:

Applies facts and logic  
Considers consequences  
Looks from all sides



Potential Model:  
Insight

### The Lover

Core Strength:  
Compassion

Sweet Spots:

Connects with emotions  
Builds and maintains trust  
Collaborates with others



Potential Model:  
Engagement

### The Warrior

Core Strength:  
Clarity

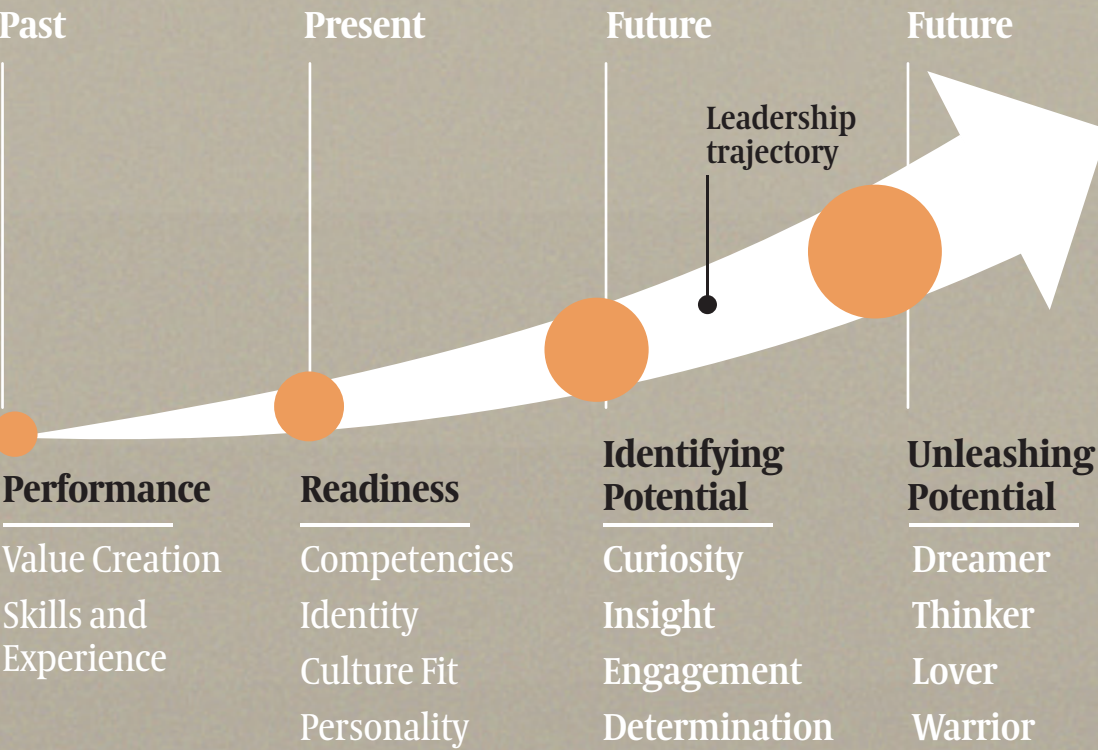
Sweet Spots:

Speaks hard truths  
Holds their ground  
Takes action



Potential Model:  
Determination

Identifying and unleashing potential:



...what it takes to mobilize transformation in both your team and organization



- 1 Mastering complexity
- 2 Orchestrating creativity
- 3 Leveraging emotion to accelerate change
- 4 Anchoring in society
- 5 Building next level leadership



# A transformational new partnership

Working as collaborators, Egon Zehnder and Mobius Executive Leadership have created development programs that inspire and transform world-changing leaders.

The Executive Discovery Program, designed for high-potential senior executives who aspire to be on the Executive Committee or in the C-suite, as well as the acclaimed Executive Breakthrough Program for current and newly appointed CEOs and the team-based Voyager Leadership Development Program, combine proven methods with skilled insights that help unlock a leader's possibilities for greatness.

These two leading organizations bring complementary skills and extensive global experience working with senior leaders to deliver truly transformative results.

Together, we share one goal: to help build, foster, and nurture a new generation of service-minded leaders.

## About Egon Zehnder

Egon Zehnder is the world's leadership advisory firm, sharing one goal: to transform people, organizations, and the world through great leadership.

We know what great leaders can do and are passionate about delivering the best leadership solutions for our clients.

As One Firm, our more than 450 Consultants in 68 offices and 40 countries bring our individual strengths to form one powerful collaborative team.

We partner closely with public and private corporations, family-owned enterprises, and nonprofit and government agencies to provide Board advisory services, CEO search and succession, executive search, executive assessment, leadership development, and organizational transformation.

We share a commitment to and pride in doing work that contributes to successful careers, stronger companies, and a better world.

For more information, visit [www.egonzehnder.com](http://www.egonzehnder.com) and follow us on LinkedIn and Twitter.

## About Mobius Executive Leadership

Mobius Executive Leadership is a premier leadership firm dedicated to transformational leadership development and sustainable organizational culture change.

Mobius' core services include top team alignment and integration, executive coaching, customized leadership development programs, skills-based training, and long-term support for organizational change.

Mobius's expert faculty combine more than a decade of success in transforming leaders from the inside out, through a deeply insightful and compassionate approach to personal and collective change.

For more information, visit [www.mobiusleadership.com](http://www.mobiusleadership.com) and follow us on LinkedIn and Twitter.



# Bespoke, by invitation only

The Executive Breakthrough Program is unique, confidential, and by invitation only. Designed for serving CEOs and senior executives who aspire to be CEOs and/or are on the succession plan to lead the organization, participants are chosen and invited through Egon Zehnder and their respective sponsor organizations. A small global cohort of participants drawn from complementary backgrounds are assembled based on similarities in experience, potential, and their ability to connect and contribute as a supportive group of peers.

The Executive Breakthrough Program takes place over the course of one full year. All venues are scenic, tranquil, and designed to provide beautiful, reflective environments for growth. Global locations and specifics are discussed upon registration.

For more information, please email  
[ExecutiveBreakthrough@egonzehnder.com](mailto:ExecutiveBreakthrough@egonzehnder.com)





## The views of Executive Breakthrough participants

**“Executive Breakthrough helps you connect your head, heart, and gut ... what happens in these spaces ... it gives you permission — permission to dream, to question, to explore, to cry. What we should be asking ourselves if this is the way forward: Why can’t we let that happen generically in society?”**

**“I participated not because it’s about things like strategies or economic transfer but because it’s about you as a leader. What really surprised me was how much of a breakthrough you can make in just one week. ... I now have a much clearer picture of my journey in my career.”**

**“The exercises take the theory into practice. It made it click for me. ... Life-changing.”**

**“Fantastic! I most appreciated the insight, the challenge, emotionally and mentally. The openness of the group, the support of the group. The fact that you took us places other courses wouldn’t dare to go.”**







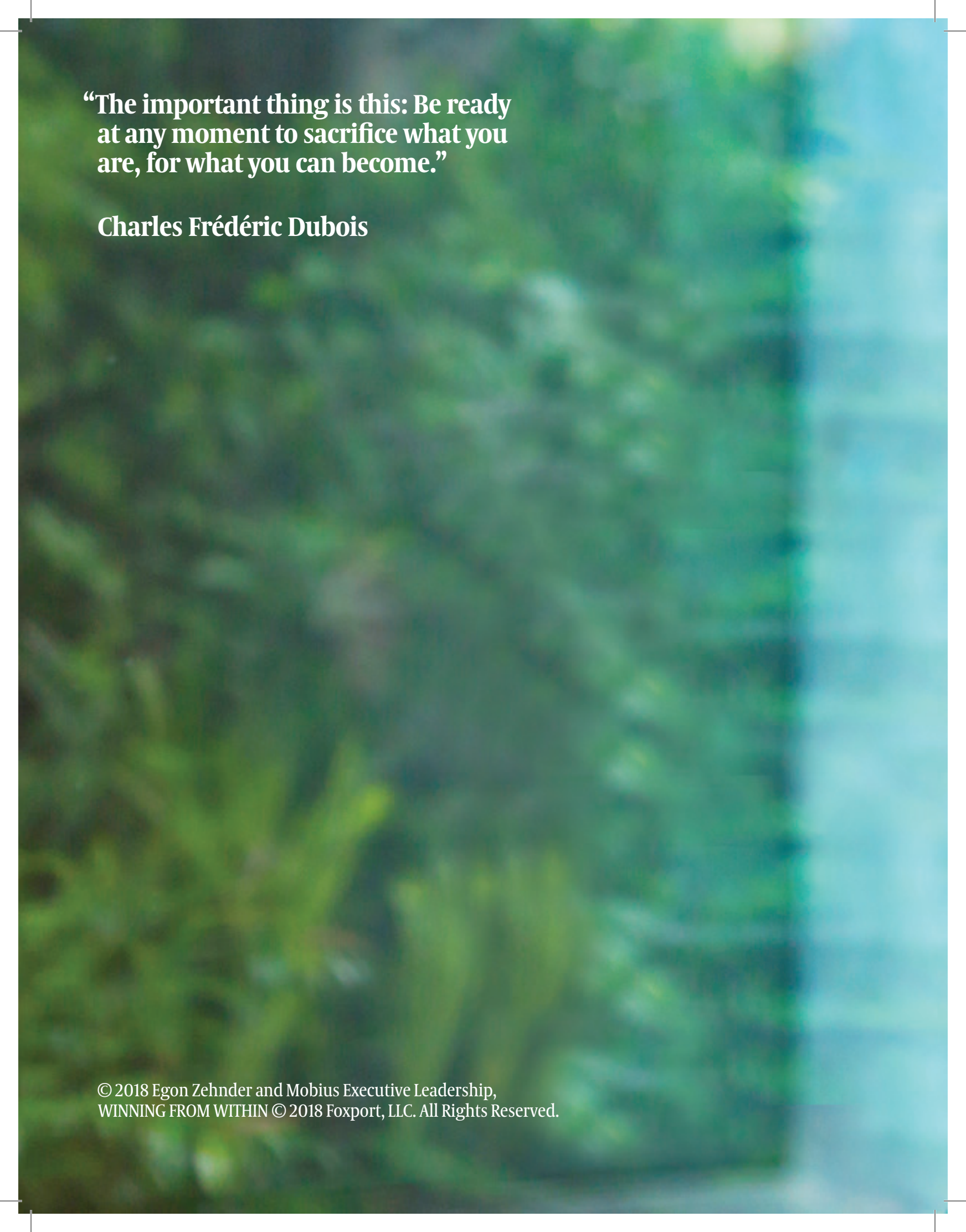
**“I can’t thank you enough for introducing me to this transformational experience. I never imagined how much value I would get from this both personally and professionally! The faculty and how they handled the group and my personal situation was second to none. One of the best experiences of my professional life.”**

**“It unlocked certain things I was holding back. ... It turns out there’s no way you’re supposed to be. The best way to be is you — and really show people who you are.”**

**“Here we are together with peers from all over the world. All senior executives, real people with real experiences, and it was for me a real enriching experience to go through the program. I can truly recommend it to everybody.”**

**“I have been on a lot of leadership programs in my time, and this has been out of this world. It is too hard to describe in words; you are going to have to come and experience it for yourself.”**





**“The important thing is this: Be ready  
at any moment to sacrifice what you  
are, for what you can become.”**

**Charles Frédéric Dubois**