

# Voyager Leadership Development Program...

Take Your Leaders on a  
Transformational Journey  
to Achieve Their Highest  
Potential





# Are your leaders operating at their utmost potential?

In today's volatile and complex environment, businesses need leaders who are agile, purposeful, and transformational in their approach: People who can impact their organizations and the world. Leaders who can face our uncertain world and disrupted industries with a steady hand, an inspiring vision, a clear strategy, an ability to adapt, and an authentic presence that holds diverse and virtual workplaces together seamlessly.

And yet, business schools don't necessarily prepare leaders to play this role. Worse still, day-to-day professional demands set a frenzied pace of constant engagements that often occur at the expense of the requisite reflection, development, and space needed to foster this kind of leadership.

Transforming your organization is contingent on unleashing the potential in your leaders — developing executives who can impact both their organizations and the world in this way.



For this specific purpose, Egon Zehnder and Mobius Executive Leadership have created the Voyager Leadership Development Program, a unique, transformational in-house development journey for your organization's top leaders to inspire and enable them to grow — as individuals, as high potentials, as a group of transformational accelerators in a large-scale change effort, or, where appropriate, collectively as a unified senior team.

Each program is co-created with your organization in mind and specifically developed with your business's strategic needs at the center — your unique business context, culture, values, as well as your institutional history, legacy, and vision. We work in tandem with your learning objectives to build a bespoke program that will help realize your leaders' full potential.

The Voyager Intensive will elevate each individual's ability to lead, while building and broadening their capacity to impact your business as a high-performing team or key influencers of the organizational culture. When you have a transformational change effort underway or about to start, we can tailor the program to enable or drive that agenda by helping accelerate the power of key transformational change agents.



The Voyager Leadership Development Program is highly experiential and exploratory; unique among executive leadership journeys.

The program's foundation is a three- to five-day Intensive retreat—based on WINNING FROM WITHIN™: A BREAKTHROUGH METHOD FOR LEADING, LIVING, AND LASTING CHANGE®, written by Mobius Executive Leadership's Chief Thought Leader, Erica Ariel Fox, and in tandem with Egon Zehnder's Potential Model—to support each individual's self-discovery, while expanding their critical mindsets and leadership behaviors.

### **Acquiring Collective Leadership Capability for What Comes Next**

For the leadership team or group of senior leaders attending Voyager together, the impact is multi-faceted. Leaders grow by bringing more of their true self to their interactions.

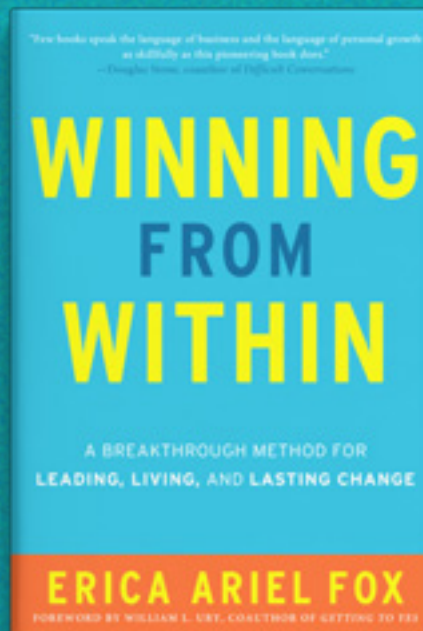
The sessions augment the capacity to adapt by helping to mature each leader's sense of identity and corresponding ability to respond in high-stakes business contexts. For a team attending the session together, Voyager serves to foster an openness and trust that heightens collaboration on their shared work.

There is also valuable return for your organization. Leaders resume work energized, focused, and confident, more finely attuned to how their behaviors affect others, and with a shared sense of purpose for what they can achieve both individually and collectively.



“The ‘voyage’ is a timeless motif for self-discovery and fulfilling your potential, both as a person and as a leader. As Voyagers we live in a state of paradox. We need audacity and humility. The hunger to grow and the acceptance of where we are now. The urgency to act and the patience to let things happen.”

Erica Ariel Fox,  
Chief Thought Leader, Mobius Executive Leadership; Co-founder and Faculty Head of the Executive Breakthrough Program; and author of WINNING FROM WITHIN®





# Develop a Truer Sense of Self and Purpose

Voyager's approach to leadership development is decidedly different. Built around the foundational Intensive session, the program is set in a rare retreat environment to stimulate focused and meaningful introspection.

Using a diverse format informed by adult-learning principles and drawing on right-brain methods for fostering self-discovery and heightening creativity, the Voyager Intensive includes practices such as structured, immersive exercises with real-time feedback from faculty. Sessions integrate expressive arts such as poetry, beginner yoga, guided visualization, and engagement with one's imagination. The themes of the sessions' exploration include understanding one's leadership identity, exploring root cause motivations, and articulating one's galvanizing life purpose. Collaborative discussions with peers provide supportive but candid feedback rarely available in everyday interactions with colleagues.

The Intensive experience opens the individual leader's perspective, broadening from a focus on one's self to include the entire enterprise in which they operate. The exercises and coaching help them discern how and where they can have even greater and more sustainable transformative impact across their organization.





# The Voyager Journey

## Explores

Leaders' mindsets, ambitions, passions, and purpose — while also helping them grow more attuned to how others perceive them and the impact they create consciously and unconsciously.

The program broadens their awareness of where they are today by gaining deeper understanding of what has shaped their leadership approach thus far and widening the lens of how they see themselves in the future. Connecting all these elements creates a unique inflection point of clarity — uncovering and awakening each leader's unique gifts, aspirations, and convictions.

**“Voyager leaves each person uniquely changed, and energized to galvanize their organization to new heights. There is a light that emerges — a sense of self and purpose that is brilliant to realize.”**

**Jill Ader**

Chair and Partner, Co-founder of the Executive Breakthrough and Executive Discovery programs at Egon Zehnder



## Supports

Many participants find the Intensive to be a turning point in their lives, both personally and professionally. From the outset, Mobius Executive Leadership faculty and Egon Zehnder consultants serve as coaches, sounding boards, and advisors with a powerful commitment to each participant's success.

The faculty has expertise in offering intensive, confidential, and significant challenges to leaders' existing *modus operandi*, providing respectful challenges to their assumptions and default behaviors.

## Sustains

The peer-to-peer interaction that begins at the Intensive and continues thereafter creates a community of like-minded allies well placed to help one another achieve bolder action in the world.

Newly acquired levels of self-awareness serve as a day-to-day guide for enhanced performance. Post-Intensive coaching and development support may be further considered.



# The Voyager Format

## 1. Pre-Intensive Baseline

Participants work with a designated Egon Zehnder development advisor to delve deep to understand their unique potential. Drawing on the firm's proprietary leadership Potential assessment framework, participants create a leadership profile, receive a personalized report, and attend an in-depth feedback review session with their consultant. The profile tool provides a clear baseline for participants to broaden their perspectives on their own leadership abilities and enhance their self-awareness, a crucial input for the Intensive on participants' learning journey to reaching their full potential..

## 2. Voyager Intensive

The Voyager Leadership Development Program is designed for groups of up to 24 people. Voyager may also be cascaded to your broader organization through a series of multiple programs to scale across a broader leadership

base. The three-to five-day experiential session takes place in a restorative offsite environment ideal for unplugging and focusing on one's inner life. Informed by adult-learning principles, the program draws on best practice methods for fostering self-discovery, integrating new facets of leadership expression, and igniting a clear vision for future leadership contribution.

Co-led by expert faculty from Mobius Executive Leadership and Egon Zehnder, the Intensive's WINNING FROM WITHIN® framework is designed to widen one's personal leadership approaches while increasing moment-to-moment choice and self-awareness. The WINNING FROM WITHIN® method utilizes select Jungian archetypes which serve as seven pivotal levers for widening an executive's intrapersonal and interpersonal range. Whereas standardized learning for executives often comes from an off-the-shelf program based on a fixed curriculum,



the Intensive draws on a wide range of out-of-the-box learning modes, from poetry to a silent walk in nature and highly refined exploratory exercises, all designed to help leaders deepen their self-understanding and shape their own course of action.

Leaders emerge from the Intensive more energized and focused, with a deeper sense of themselves and clarity for how they can make a difference in their lives and organizations.

### **3. Post-Intensive**

Following the Intensive, Egon Zehnder and Mobius may design further development for participants geared to particular objectives of the sponsoring organizations. Post-Intensive development may include individual coaching, team building, or systematically integrating learnings more broadly into the fabric of the organization.

**“It is hard to guide and lead anyone to places in themselves that you have not been able to personally bridge. For leaders to unleash others’ innovation capacity, they must access their own intuition and ability to sense the path ahead. To create psychological safety and trust in your organization, you must cultivate emotional intelligence and openness. To foster peoples’ ability to lead in complexity, you must engage with emergence, paradox, and comfortably take on multiple perspectives in yourself. To provide your organization with a quality of calm confidence in the future, you must find your own deeper center and stillness. Through Voyager, we witness leaders’ full abilities shine through unlocking all of these critical leadership capacities.”**

**Amy Elizabeth Fox,**  
Chief Executive Officer, Mobius  
Executive Leadership



# Egon Zehnder and Mobius Executive Leadership share common frameworks for developing world-changing leaders

The Voyager program 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 Voyager Intensive explores the root causes behind each leader's most critical "Performance Gap," those instances spotlighting the disconnect between one's optimized skills and behaviors and one's actual behavior in a given situation or in a challenging moment.



# The WINNING FROM WITHIN®

## 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

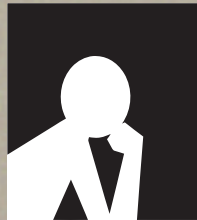


Potential Model:  
Curiosity

### 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

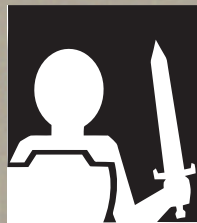


Potential Model:  
Engagement

### The Warrior

Core Strength:  
Courage

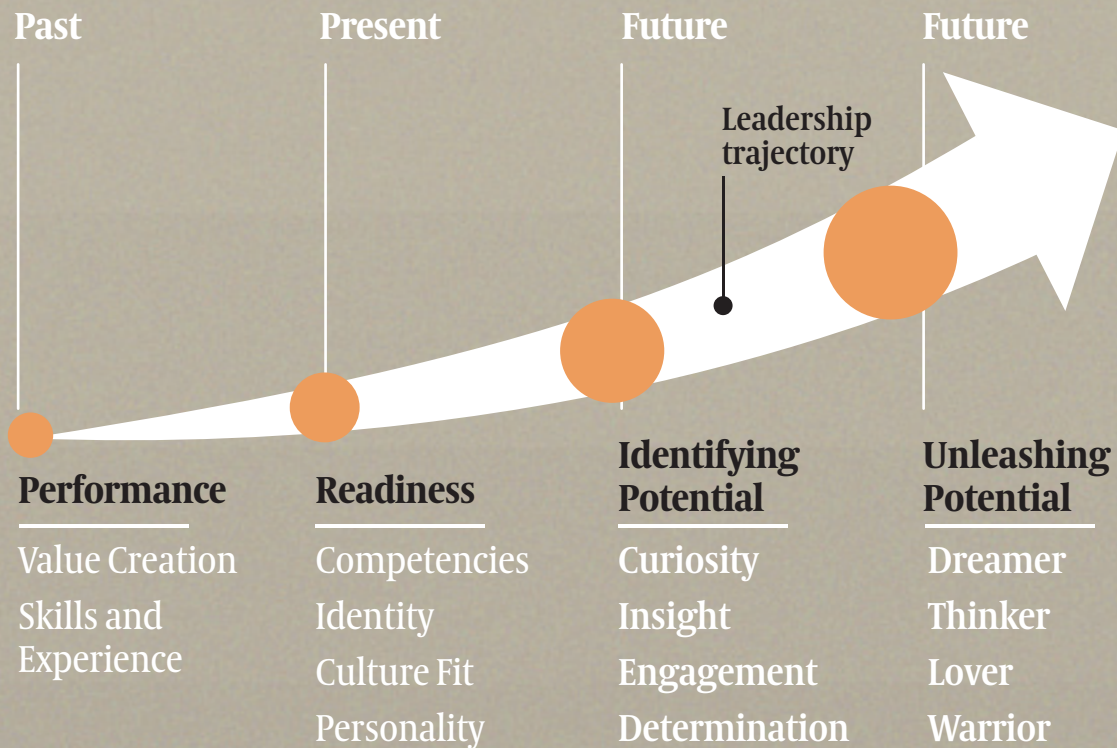
Sweet Spots:  
Speaks hard truths  
Holds their ground  
Takes action



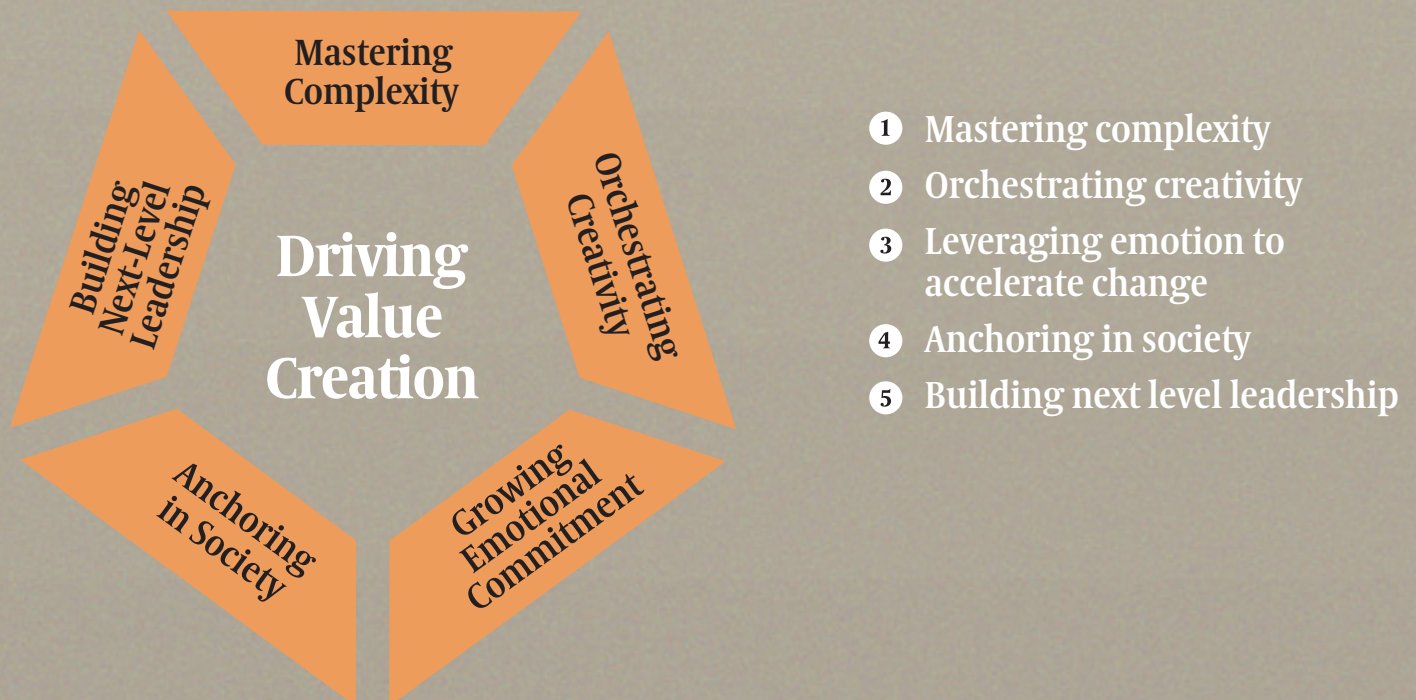
Potential Model:  
Determination



## Identifying and unleashing potential:



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





# What Participants Appreciate Most about Voyager

“Welcome to what may be the most enriching week of your working life.”

“It’s a gift of time, of new friendships and of rediscovery of your true self.”

“They will all make you a fuller, better version of yourself by Friday.”

“It was the most powerful week of learning in my 23 years.”

“What you take away will free you to dream and get to bring joy to your life, customers, and partners’ lives.”

“Welcome to one of the most instructive, engaging, collaborative, supportive and ‘feeling’ weeks of learning ever.”

“The gift of time, of support, of shared experiences ... that has been the most wonderful catalyst for me personally in growing to be a better, bigger me.”

“I made a lot of really great friends. And one of them was me.”

“Be open to the potential new thinking can achieve.”







# Customized for You, About You.

The Voyager Leadership Development Program is designed for groups of up to 24 people. Voyager may also be cascaded to your broader organization through a series of multiple programs to scale across a broader leadership base. Facilitated by experienced Egon Zehnder consultants and Mobius Executive Leadership faculty, Voyager is tailored to the needs of the specific group of leaders participating, as well as to the broader business environment in which they operate.

Voyager programs can be highly advantageous when conducted in the context of a business inflection point such as post-merger, during a large-scale culture change, the launch of a new R&D or product team, or as a core part of a wider organizational change.

The Voyager program is designed to help leaders reach their truest potential by expanding their self-understanding, further actualizing their gifts, and widening their leadership range. The program provides meaningful personal insights that better equip executives to positively lead and influence teams and to guide and inspire their organizations. Participants cultivate leadership qualities such as audacity, empathy, courage, and creativity. They come away better understanding how to address organizational complexity, orchestrate creativity, and steer their organization toward greater societal impact.



The immersion is conducted in a remote and restorative location selected by the client that removes the participants from the demands of everyday life and enables a context for significant development and self-reflection.

Sessions are shaped by individual and collective insights from expert faculty and research findings from neuroscience and adult development. Based on well-established research of how adults learn best, Voyager is almost entirely experiential. The same research emphasizes the need for right-brain experiences to translate the session's insights into new mindsets and behaviors that nurture over time.

Voyager is co-designed with you to reinforce your company's values and distinctive ethos while fostering the deep shifts your executives require to lead your organization into the future.

We work with you to create tailored sessions within the Intensive, for example to anchor the program to a broader transformation agenda or more explicitly link it to your cultural priorities, such as enabling effective teaming, promoting productive conflict, or helping drive entrepreneurial mindsets.



# Voyager Leadership Program overview:

Customized to your business needs and strategic priorities and any current or imminent transformation agenda

Built to support your organizational values, vision, and cultural ethos

Designed for leaders within a business function or across the broader organization

Can be customized for high potentials, change champions, women and diversity leaders, or other high priority individuals

Immersive three- to five-day offsites with extensive prework to develop a leadership profile and baseline; post-Intensive continued support and learning may be considered

Built around the WINNING FROM WITHIN® method as a cultural framework for unleashing imagination and innovation

High faculty-to-participant ration to ensure experiential learning

Individualized coaching and support

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







# A transformational new partnership

We have formally combined our firms' expertise as leadership advisors and development experts around our shared belief that great leaders can steer their organizations to extraordinary outcomes. Enabling executives to truly transform themselves into world-changing leaders is our shared purpose and goal.

**Our unique collaboration is dedicated to providing today's leaders with the development experiences they need.**

The Executive Discovery Program — designed for senior executives serving on or aspiring to be on the executive committee or in C-suite roles and similar high-caliber positions — as well as the acclaimed Executive Breakthrough Program for acting and newly appointed CEOs and board members, and the in-house Voyager Leadership Development Program, each combine cutting-edge executive development methods with skilled advisory and insight that unlock a leader's greatness.

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. 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 non-profit 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' 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. Mobius programs often feature the breakthrough leadership model of its Chief Thought Leader, Erica Ariel Fox, as summarized in her New York Times best-selling book, *WINNING FROM WITHIN: A BREAKTHROUGH METHOD FOR LEADING, LIVING, AND LASTING CHANGE*®.

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





**“Give space to life. Give time to sprout  
your potential — the potential to awaken  
the beauty in you. Awaken the beauty of  
your heart — the beauty of your spirit.  
There are infinite possibilities.”**

**Amit Ray**