

# Executive Discovery Program...

Identify and become a  
purposeful leader

EgonZehnder   **MOBIUS**  
EXECUTIVE LEADERSHIP

# Who can I be?

In the rigors of life, business, and family, we rarely stop to reflect upon this important question. Yet business today requires its leaders to do more, know more, and be more: more authentic, more influential, and more adaptive.

The Executive Discovery Program is a unique nine-month leadership growth journey for senior executives who are currently serving on or aspire to be on the Executive Committee and those stepping up to C-suite roles and similar high-caliber executive positions, to support their personal development into world-changing leaders.

Led by Egon Zehnder and Mobius Executive Leadership, this invitation-only, small-format program takes the executive on a transformative experience that explores and deepens the individual's self-awareness, delves into understanding one's motivations, and seeks to answer the important question: "Who am I, and who do I want to become?"

The program's Intensive is based on 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 realize their potential.

The ability of leaders to reflect on their identity and their purpose provides the critical acceleration point for understanding their future career potential. In Discovery, the leader's perspective grows beyond the individual to encompass their operating environment, supporting their ability to discern how and where they can have even greater — and more sustainable — transformative impact across their organization.

**Leadership readiness for what's next ... sooner and with greater success**

Beyond the program's benefit to the leader, there is valuable return for your organization. Businesses today require their next generation of leaders to be ready sooner, with a more mature and refined mindset and the ability to grapple with complexity. As boards, CEOs, and CHROs recalibrate their high-potential talent, successfully developing leaders remains a point of frustration. The Executive Discovery Program establishes a baseline, builds a roadmap, and accelerates readiness. Leaders return energized, focused, and confident, armed with a finely tuned development compass to better structure their future professional trajectory.

**"It is hard to guide and lead anyone to places in themselves that you have not been able to journey and unlock yourself. Discovery asks leaders to do the hard but vital work of looking candidly at their own life's journey and taking inventory of what strengths they formed and what habits they are ready to let go — allowing them to create a higher, freer and more inspiring expression of their full potential. This important process is quite moving to witness and often profoundly impactful for the leader and the organization they serve."**

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

# The Discovery Journey

Executive Discovery has many facets, designed explicitly for the needs of those participating, and structured to deliver against four distinct dimensions.

## The Executive Discovery Program:

### Explores

the leader's current mindset, ambitions, passion, and purpose — while also making them fully attuned to how others perceive them, and the impact they create.

Gaining deeper understanding of what has shaped the leader's persona thus far, the program creates an awareness of where they are today, and where they see their emergent future. Connecting all of these elements creates an inflection point of clarity — uncovering and awakening what makes each of us unique.

### Shapes

a purposeful path forward to build personal understanding and ownership of one's authentic gifts, style, and self. With the clarity on what energizes the individual, the leader can further define their leadership purpose and develop a path to being their best self — and sustaining that best self in all interactions.

### Supports

transformative growth over the course of the nine-month program and beyond. Discovery uses a diverse format composed of bespoke exercises for individual development and an Intensive designed for personalized insights and breakthrough learning. The Intensive is conducted by senior faculty expert in guiding profound self-exploration and offering intuitive and direct feedback in real time. Many participants find the Intensive to be a turning point in both their personal and professional lives. The peer-to-peer interaction that begins at the Intensive and continues thereafter sustains those on the Discovery path, creating a community of like-minded allies, pushing one another toward bolder action and more courageous development. Egon Zehnder consultants and Mobius Executive Leadership faculty serve as coaches, sounding boards, and advisors with a powerful commitment to each participant's success.

### Sustains

the newly acquired clarity and discernment by guiding day-to-day performance. Each leader's Egon Zehnder Development Advisor partners with the individual, enabling them to become their best self through effective daily practice.

**“The ‘Hero’ leader is no longer a viable option. Organizations need future leaders to be heroic in transforming themselves in order to transform their organizations. Key to that is being a ‘Human’ leader who is empathetic, vulnerable, caring, collaborative, and intuitive — while also creating value for shareholders; it’s not either/or, it has to be both.”**

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

# The Discovery Format

## Pre-Intensive

The executive begins by going through a development-focused leadership process with their Egon Zehnder Development Advisor, including psychometrics and a proprietary benchmark of their capabilities as a transformational leader. Using deep analysis and insight, the consultant and executive create a Leadership Development Roadmap outlining how they stack up against peers.

## Phase I

### Discovery Intensive

A 5 1/2-day experiential offsite with the goal of providing a rare retreat environment for deep introspection within a focused and stimulating setting. Informed by adult learning principles, the program draws on right-brain methods for fostering self-discovery and heightening imagination. Co-led by expert faculty from Mobius Executive Leadership and Egon Zehnder's consultants, the Intensive's

foundation is the acclaimed leadership development framework WINNING FROM WITHIN® for widening personal leadership range and increasing choice and awareness. Practices include real-time feedback from faculty and structured, immersive exercises that integrate expressive arts such as poetry, beginner yoga, guided visualization, and interpretation of symbols. The themes of the session include understanding one's leadership identity, root cause motivations, and truest purpose. Collaborative discussions with peers support the leader's insights fostered in a compassionate and guided setting. Participants leave the Intensive with a more attuned sense of who they are today and who they can become at their best.

## Phase II

## Post-Intensive

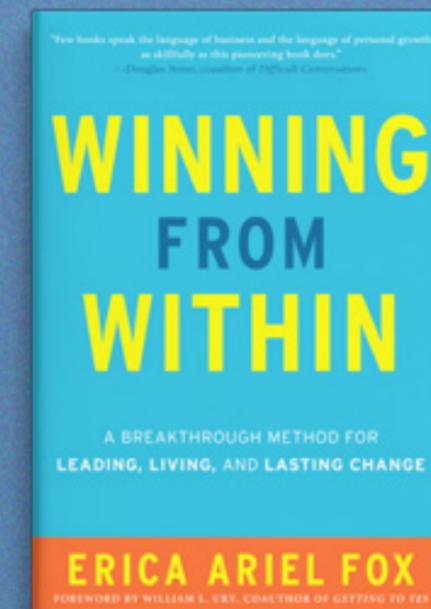
Following the Intensive and for a four- to six-month period, participants work with their Egon Zehnder Development Advisor to hone their Development Roadmap and embed their learnings into practice, ensuring they sustain their growth once they have returned to day-to-day pressures.

## Phase III

**“Reality has leapt ahead of people’s ability to cope, no less thrive. Leaders need tools for examining how they operate, and methodologies for evolving to new mindsets and behaviors. The ability to ‘lead yourself’ is emerging as today’s new leadership requirement.”**

**Erica Ariel Fox,**

Chief Thought Leader, Mobius Executive Leadership and Co-Founder and Faculty Head, Executive Breakthrough Program



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

The Discovery 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

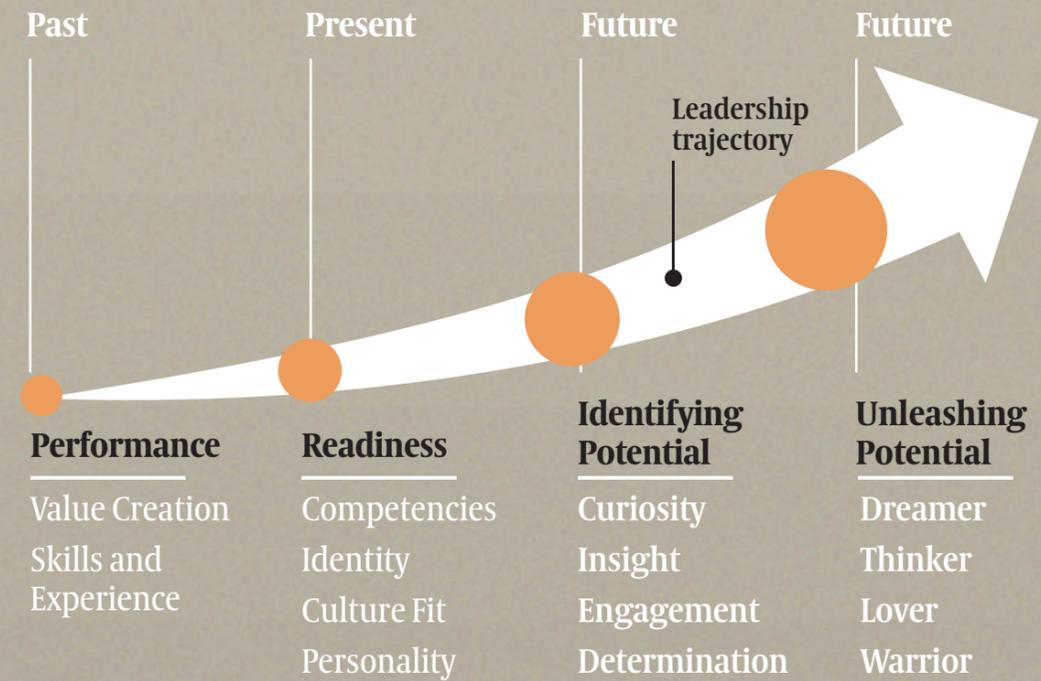
### Sweet Spots:

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 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 current and newly appointed CEOs, and the team-based Voyager Leadership Development Program combine proven methods with skilled advisory and insight that unlock a leader's greatness.

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

Together, they 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 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'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 Discovery Program is unique, confidential, and by invitation only. Designed for Senior Executives who are serving on or aspire to be on the Executive Committee or in C-suite roles and similar high-caliber executive positions, participants are chosen and invited through Egon Zehnder and their respective sponsor organizations. A small cohort of participants drawn from complementary backgrounds globally are assembled based on similarities in experience, future potential, and their ability to connect and contribute as a supportive group of peers. Sponsor organizations may send multiple participants to the same session for a rich shared experience.

The Executive Discovery Program takes place over the course of nine months. 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)



## What participants appreciate most about Executive Discovery

**“Very intensive and transformational experience in a totally safe environment.”**

**“Leaving work and family behind for a few days to get focused and relaxed. I take something actionable home that is very present in my mind.”**

**“I could finally feel and see with clarity the emotional freeze that has hampered my life for a very long time.”**





**“An amazing, exciting, exceptional, personally challenging, intriguing experience with a lot of warmth, openness, personal depth.”**

**“In the past, I had read about the special energy arising from a group of people devoted to each other. Having this experience within a group of senior executives with the careful guidance of Egon Zehnder and Mobius went beyond my best expectations. I learned some very important deep issues about myself, and I built rapport with each person in the group. It has been very powerful, insightful, and inspiring.”**

**“I learned more in one week than in 40 years.”**

**“In one word? WOW.”**



**“Who have you become while  
you have been so busy...?”**

**David Whyte**