

Building a Breakthrough Executive®



Gap International

What is a Breakthrough Executive?

In the fast-paced, ever-changing world of business today, a Breakthrough Executive is someone who understands that the future success of their business requires a commitment to ongoing change. And they know change, of any kind, begins with them.

The ability to constantly change and grow defines a Breakthrough Executive. It starts with the recognition that the transformation of any organization must start with the leader's transformation.

As leaders, when we face pressure from our boards, market conditions, and unforeseen challenges, we generally focus on strategy, process, efficiency, and beating the competition to drive top and bottom line growth.

All of this is important.

But the fuel to make it all soar is the opportunity to start with ourselves as leaders. We have to focus on and change ourselves to change the future.

Discover what kind of a leader you can become—for your team, for the organization, and for the world.

Gap International's Building a Breakthrough Executive® is a premier leadership program. For 30 years, the program has given executives from around the world the rare opportunity to transform themselves as leaders and build the foundation for doing it again and again.

As a participant, you will broaden your leadership vision, sharpen your focus, and recognize ways you can lead your organization to form a powerful cohesion around strategies that break the entire enterprise through to new levels of growth. And you'll acquire the tools to sustain that growth.

This high-impact executive leadership development program is consistently described by Fortune 500 and Global 1000 executives as the best in its class. During the year-long program, senior leaders rigorously practice the art and science of leading a breakthrough enterprise.

Both practical and profound, this program gives executives the opportunity to develop new and innovative ways to lead their organizations, while receiving immediate and direct business leadership coaching from the program leaders and fellow participants.

In simulations, practices, and one-on-one consulting sessions, leaders rethink the assumptions and beliefs shaping their leadership today. They experience the real impact they have on others, work through their “blind spots” and individual leadership barriers, and develop the confidence to stand for and deliver their most important business objectives.

Executives complete this unique leadership development experience having developed Breakthrough Leaders and having had the most effective and productive twelve months of their careers to date.

Access to Change

Building a Breakthrough Executive has an immediate and lasting impact, and offers a unique approach to developing impactful leadership.

The majority of executives who attend the program already have extensive experience participating in leadership evaluations and rankings, using 360° feedback tools, and generally studying their own and others' leadership. For the most part, they are well-versed in the knowledge of leadership and have a strong foundation of understanding their own leadership strengths and weaknesses.

What is often missing for further growth, however, is the access to true change: the ability to discover and transform blind spots, become 100% accountable for one's impact, and fully express the best of the brilliance that is already there.

Leaders attend the program because they want to build on all the learning and experience they have, and become the leader they have always known they could be.

It all starts with discovering the pathways for developing new ways of thinking, leading, and communicating. In addition to talking about styles, profiles, and best practices of leadership, participants unlock the access within themselves to change and transform real-time, directly migrating from one way of leading to another.

Participants start with who they imagine they can be as leaders—and through the process of the program emerge as that leader.

The value comes from what that new leader can then accomplish in their business, having discovered profound new ways of being effective and making breakthrough outcomes happen around them. Often, leaders return to their organizations to face the question: “What happened to you?!?” given the magnitude of positive change in their expression and confidence.

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What sets this program apart is the real-time feedback and courage it demands. That kind of honest, immediate coaching changes how you show up forever.

Session by session, I learned how to bring others with me by connecting more deeply, listening differently, and unlocking potential in the people I lead. That shift has transformed me and the culture I'm responsible for building.

SVP, Communications, Risk, and Procurement,
Retail Trade Industry

Feedback That Makes A Difference

Even with the many tools available in the marketplace, leaders don't often receive immediate feedback on the effectiveness and impact of their leadership—the Building a Breakthrough Executive approach gives leaders just that.

In fact, for many participants, even those who are very seasoned, the program allows them to see their direct impact for the first time, and more importantly, learn how to alter it permanently.

Participants report that the real-time feedback they receive from the other participants and the course leaders provides the essential new thinking about what and how they can change at the very roots of their effectiveness. Instead of waiting days or weeks to find out how the world responds to their leadership, participants have the opportunity to experience it right away in an environment entirely committed to their growth and success.

And because the feedback focuses on uncovering how leaders think and how their mindset correlates to the impact they can have, the change lasts.

Overview of Sessions

The Building a Breakthrough Executive program immerses you in a year-long journey of self-discovery, featuring a four-day session each quarter.

Each session builds on the last and has its own specific purpose and set of topics. The sessions provide concentrated deep learning and transformation, supported by real-time peer/coach feedback and relevant personal insights into your leadership that inspire breakthrough results.

The program continues to influence and develop you in the weeks between sessions, as you apply and refine what you've learned, forwarding the impact of your leadership. You will leave each session progressively changed, and newly equipped to lead differently and tackle with confidence the immediate real-world challenges in your business.

And as many others have, you will emerge from the process as a “Breakthrough Leader”—and never be the same.

SCHEDULE OF EACH SESSION

Tuesday	8am - 6pm followed by a cocktail reception
Wednesday	8am - 6pm
Thursday	8am - 6pm followed by a group dinner
Friday	8am - 3pm

SESSION 1

You as Leader



BUILDING A POWERFUL FOUNDATION

Building a Breakthrough Executive begins with the most important foundational element of leadership—the relationship that you have with yourself. The considerable pressures and high stakes that modern business leaders experience require a deep grounding in your most authentic expression of leadership, so you can ultimately move people and organizations forward to achieve superior performance.

TOPICS INCLUDE:

- Discovering the source of your individual leadership power and bringing it to the foreground in your day-to-day work
- Studying and thinking through your automatic modes of leadership that unwittingly get in the way of expressing your most authentic leadership
- Developing and refining powerful leadership conversations that move people forward and stimulate great performance
- Building new perspectives and mindsets for empowering other leaders to go beyond their perceived limits

SESSION 2

Leader in Relationship



BRINGING OTHERS WITH YOU

The next stage of Building a Breakthrough Executive focuses on your responsibility for developing profound relationships with the people you lead. The ability to connect with anyone, appreciate the perspective they have on the world, and bring them along powerfully represents the life-blood of effective leadership and performance.

TOPICS INCLUDE:

- Understanding the mindset and approach necessary to truly appreciate another's perspective
- Developing precision with how you listen and tune into the most critical clues in a relationship
- Building sufficient connection in relationships, and studying what gets in the way for you
- Demystifying brilliant execution
- Reliably approaching hard-to-have conversations with power and skill to alter the situation
- Sophisticated listening skills

SESSION 3

Leader in Organization



MATERIALIZING BIG NEW POSSIBILITIES AND INSPIRING CHANGE

The third session awakens leaders to the impact they do have and can have on their organization. Prior to their journey, most leaders have only brief glimpses into how people see them. You'll leave the third session with a fully developed realization of what your leadership means to your organization and the endless source of possibility and inspiration that you can be.

TOPICS INCLUDE:

- Infusing new energy into any environment with confidence and power
- Creating mindset shifts that change the trajectory of results
- Materializing breakthrough ideas, opportunities, and pathways to create new value
- Leading conversations that leave groups of people transformed
- Maximizing the ability to reach deep into the organization and redirect the future—over and over

SESSION 4

Leader in the World



MAXIMIZING YOUR EXPRESSION AND IMPACT

During this fourth and final session, you will unleash your full leadership expression in a way that impacts the world now by developing Breakthrough Leaders. A Leader in the World is measured not only by what they accomplish, but by the leaders they develop; people who carry that same power into their own teams, organizations, and futures.

TOPICS INCLUDE:

- Owning the totality of your impact in the world, including your passion, authenticity, full expression, and drive for the best
- Developing Breakthrough Leaders everywhere, as a way of maximizing what leadership can make happen
- Having newfound freedom being a Breakthrough Leader creating other Breakthrough Leaders

As you complete
the program,
you'll understand
the difference
every word makes
in contributing to
the dynamics of
a breakthrough
organization.

You'll understand that the scope of your influence extends further than you could have imagined. And you'll leave committed to helping every member of your team—and potentially the organization—recognize that same power within themselves.

A Unique Opportunity

There are many available ways to impact and grow your leadership. Few programs provide the holistic, premium growth experience of Building a Breakthrough Executive.

Many participants identify the program as one of the best opportunities of their professional lives. The program takes people far beyond the knowledge and theory of leadership into an environment of practical, profound change that lasts an entire career and beyond.

- Explore your personal leadership expression and build strength and confidence to accomplish your biggest goals
- Experience directly the impact you have as a leader, along with the access to adjusting as needed
- Receive continuous, direct feedback from peers and coaches that leaves you transformed in your view of who you can be as a leader
- Gain direct access to how to change any aspect of your leadership—and then change it
- Connect profoundly with a like-minded group of executives who are all committed to the same great leadership and performance that you are
- Express your biggest, most precious intentions as a leader in an environment that will nurture and push you to realize them all

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Progress is
impossible
without change,
and those who
cannot change their
minds cannot
change anything.

George Bernard Shaw

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