

BOARDROOM BUSINESS SUCCESS

Navigating the Leadership Challenge



An Exclusive Leadership Retreat

23rd – 26th October 2014

An experience-based retreat to sustain future CEOs

As corporate lifelines and executive tenure continue to shrink, and as sustainable growth continues to evade many organizations, leaders are called upon to reach further into their resources than ever before. Boardroom Business Success is a new kind of retreat developed with exactly these needs in mind.

You have got this far on talent, intuition and a unique combination of skills. How will you need to grow in order to sustain your new CEO trajectory? What will you have to stop doing to allow time for the breadth of the CEO role? What if you could also tune into the inherited wisdom of leaders who have come before? What if now were the perfect time to balance the proven competence that got you here with the ability to bring out greatness in others?

Mastering Your Next Evolution – a hands-on programme designed to retune your executive skill set and enrich your instinctive grasp of leadership values. Learn to think, act and communicate in the company of trusted advisors, professional peers and practising chief executives.

Limited to ten attendees – a highly pragmatic retreat that combines trusted personal exchange and a holistic view of human leadership - providing an instant network of accumulated insights and a confidential setting in which to integrate your own brand of leadership

Sharing unique experiences gained in the crucible of business life, we will help you develop an inside-out appreciation of CEO dynamics while building a clear plan of action for transitioning into your new or next role.

Leadership communication is addressed on multiple levels. As you learn to balance acquired expertise with the ability to inspire and lead others, this highly pragmatic retreat will fast forward your awareness, helping you align personal with career goals.

This personalized approach brings together the advisory expertise, firsthand experience and peer support to sustain boardroom success – offering you a unique chance to redefine your leadership brand and contribute your full hidden potential.

For participants as well as their companies, Boardroom Business Success delivers an extensive range of benefits, advantages and added extras:

- A confidential space to gain unique top-level insights and feedback
- Straight talk and tacit knowledge from inside the executive arena
- Expert focus on your communicative competence
- An intimate understanding of boardroom dynamics and pressures
- Personalized action plans for successful leadership transition
- A ready network of experts, executives as well as peer equals
- In-depth understanding of non-executive leadership roles
- Mapping personal strengths and weaknesses for minimal corporate risk

Four days is a lengthy time investment for busy executives, but a highly compact module for revealing the potential and increasing the effectiveness of future leadership. Enabling the right balance between peer exchange and individual feedback, our retreat platform promises to repay its investment many times over – through strategic clarity, greater self-awareness, enhanced contextual understanding and better decision making. We invite you to take this opportunity to commission your next leadership phase in full confidence.

“I do not know of any other program that addresses in such a focused way the transition to becoming the ultimate steward of the company resources.”

Antonio Capo, TPG Capital

“It is not about emulating a particular leadership style or a 'one-format-fits-all' approach, but about tailoring the content to each individual's set of characteristics and personal style, and optimising how each one of us can develop the best leadership qualities from within ourselves.”

**Sophia Ansar-Mueller
Entrepreneur**

“Every day I find myself thinking back on what I took from the experience as I face the daily challenges of being a CEO. The returns far exceed the investment of time and money.”

**Sandy Zweifach, CEO,
Ascendancy Healthcare, Inc.**

Learning by Leading

Boardroom Business Success is a unique real-world approach to the complex challenge of leadership today, based on authenticity, awareness and trust-based learning. In this peaceful, confidential environment, attendees are given practical tools to extract key principles from actual leadership experience and apply them to their situation. Pre-session assessment and feedback is matched by post-session coaching, ensuring you can fully prepare for and integrate newly acquired insights.

Meet the Team

Leadership development is only as good as the team set in motion behind it. Boardroom Business Success builds on many years of executive experience and advisory expertise to realize an exemplary combination of insider insight and professional know-how.



As well as founding Boardroom Business Success and acting as accomplished host and chairman, **Norman Walker** brings a uniquely tuned instinct for identifying, nurturing and counselling rising executive talents. Norman developed the vision for an experience-based leadership retreat that would fill the gap in business life knowledge for new CEOs and those on track to become chief executives. After a distinguished career in human resources management across international companies such as Kraft, Ford and Novartis, he specialized in organizational and top talent assessment and development as a senior adviser to TPG Capital and the founder of Ardfern AG. An expert in the successive challenges of executive careers, he is the co-author of the much-praised work *Leadership Passages*.

Regular Team Members



Kate Donaghy brings a uniquely rounded perspective to Boardroom Business Success based on her accumulated insights advising on the core transitional phases all boards must successfully negotiate. Kate is the founder of the Board Advisory Partnership and is an expert on all areas of board development and succession planning. With a diverse background in healthcare and law, Kate also heads the Chairmen's Research Group, comprised of FTSE 100 and 250 Chairmen and devoted to furthering knowledge and expertise in executive functions. With over 20 years' experience in executive search and enablement, she specializes in helping clients navigate transition and turn change to best corporate advantage.



A highly experienced chief executive across industries and geographies, **Thomas Ebeling** holds a degree in psychology and enriches our retreat programme with a wealth of real-world insight. Since 2009, Thomas has been the Chief Executive Officer and Chairman of media concern ProSieben. With a wealth of executive experience developed successively across Pepsi-Cola, Novartis and now ProSiebenSat.1 Media AG, Thomas delivers first-hand insights and perspectives from a practising CEO role.



Torsten Busse brings a rich understanding of strategic communication and message-making in executive roles, helping participants grasp the necessity of communicative excellence and supporting them with a deep store of knowledge, insights and implementation principles. Torsten is a director at the Brunswick Group's Frankfurt offices, where he specializes in employee engagement, management communications and media relations.



Author of *The Power of Global Teams and Breaking through Culture Shock*, **Elisabeth Marx** is a specialist in leadership evaluation and development – with an emphasis on global diversity and gender. Dr. Marx is a partner in the Board and Advisory Practice at Stonehaven, where she focuses on succession planning, top team development and non-executive director searches. She is also a consultant at INSEAD and regularly writes for leading media.



As a highly valued source of leadership wisdom, **Norman Drummond** is a classic complement to our other advisors. Norman is the founder of leadership consultancy Drummond International and is a well-known figure across public and private leadership spheres as well as the world of education. Called "one of the most inspiring and talented Scots of his generation", he founded the highly regarded leadership centre Columba 1400 on the Isle of Skye in 1997. As the three founding questions of Drummond International demonstrate, he dedicates his skills to helping others reveal their greatness: *Who are you? Why are you living and working in the way that you are? What might you yet become and do with your life?*



For twenty years **Dieter Lange** has been a much sought-after lecturer, instructor and coach for executive and sales workshops at leading companies such as Bayer, Bertelsmann, Gruner & Jahr, IWC, Lindt & Sprüngli, Novartis, Siemens, Unilever, and many other organizations in Europe, Asia and the U.S.A. For many years he studied the ethnic peculiarities of various cultures. He also has experience in industry as a product and marketing manager. He thus enhances Western knowledge with Asian wisdom. His brilliant rhetoric, depictive linguistic expressions and metaphors make it a joy to listen to him in free speech. Dieter Lange's lecturing assignments

include St. Gallen University, Harvard Business School, WHU –Vallendar and ZFU Zurich.



Vincenzo Morelli delivers an in-depth awareness of executive roles along with a leading practitioner's understanding of private equity company governance. Vincenzo is an accomplished chairman and business leader who brings a rich array of expertise and experience to the retreat faculty. Previously the European Operating Partner at TPG Capital, he has served as Chairman of Mey İçki as well as Bally International SA, and is a Director of Télédiffusion de France SA (TDF). Vincenzo began his career at Boston Consulting and had a distinguished career at GE.



Dr. John McAdam is a highly experienced business leader across industries and lends unique insights into the challenges and opportunities of top-level management execution. The chairman of Rentokil Initial and United Utilities, John also holds non-executive roles at the Rolls-Royce Group, J. Sainsbury and Sara Lee. He was chief executive of ICI from 2003 until its acquisition by Azko Nobel in 2008.



Ashley Summerfield brings cutting-edge skills and experience in executive search and development. He leads the UK Board Practice for search effectiveness reviews and senior-level executive work for PLCs, private equity portfolio businesses and public sector bodies. Prior to joining EZI, Ashley co-founded Central Europe Trust with Nigel Lawson, former Chancellor of the Exchequer, and others. This is a corporate finance advisory business, specializing in Central and Eastern Europe. His early career was with Booz Allen and Hamilton, the strategy consultants.

Boardroom Business Success – a Real-World Approach

Norman Walker and team have brought together decades of experience advising and leading international organizations to provide participants with a critical mass of leadership insights – from self-awareness, communication wisdom and soft skills to developing organizational teams and guiding business through all lifecycle phases. Focusing discussion on no more than ten participants, we avoid chart-driven agendas for expert-led dialogue. Attendees not only learn about boardroom dynamics and stakeholder management, but explore their own individual strengths and weaknesses in an atmosphere of trust and openness. Many years of original insight from multiple professional angles are compressed into four intensive days to deliver a significant boost in awareness, knowledge and strategy. Retreats form the foundational element in long-term networks which continue to sustain future collaboration and exchange. At a time when leadership is challenged to demonstrate renewed credibility and authenticity, this intensive retreat experience will maximize the impact of new leaders and minimize the risks of succession and corporate mismanagement.

Boardroom Business Success takes place in beautiful natural settings on Lake Constance and Loch Lomond. Schloss Marbach www.schlossmarbach.de and Ardoch House www.ardoch-scotland.com have been selected for their ideal combination of environment, facilities and peaceful atmosphere. Avoiding the often hectic urban scenario of off-site events, our retreat programmes enable you to enter a deeper reflective space as you envision your executive role in the trusted company of your peers and respected leaders.



Schloss Marbach on Lake Constance, Germany



Ardoch House on Loch Lomond, Scotland

Retreat Dates

23rd – 26th October 2014
Ardoch House

For more information visit www.nwalkerbbs.ch

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