



Talent Insights - July 2026

The latest on high-impact, high-quality coaching,
leadership development, and outplacement and internal mobility

<https://bravanti.com/sitemap/>

A Message from our CEO



Greetings!

Many organizations mistake planning for readiness. But when it comes to leadership and performance, the difference matters.

This month's insights explore what it takes to build leadership strength before it's tested, from CEO succession readiness and self-efficacy to high-performing teams and enterprise leader development.

While the topics differ, the message is consistent: sustainable performance doesn't happen by chance. It is built through intentional investment in people, teams, and leadership capability.

Igniting bold futures,

A handwritten signature in black ink that reads 'Susan Gallagher'.

Executive Coaching



Your Succession Plan Isn't Enough

There's a difference between a succession plan and succession readiness.

Most boards only have one, and it's usually not the one they need.

Checklist-based succession creates genuine comfort: a short candidate list, a review twice a year, broad agreement that coverage exists. The problem is that comfort is exactly what makes it dangerous.

In Part 2 of ZRG's series on how boards drive CEO succession readiness, Mary Herrmann draws the line clearly: what separates a static document from a system that surfaces leadership gaps early, why checklist-based approaches create false confidence, and what boards that get continuity right are doing differently.

If your board struggles to answer all five questions at the end of the article, you might have a readiness gap.

[Read Part 2 >>](#)

[Read Part 1 >>](#)

General



The Myth of the Confident Leader

Confidence can exist in the absence of evidence; Self-efficacy is the evidence.

Self-confidence has become shorthand for leadership potential, shaping who gets hired, promoted, and tapped for C-suite roles. What it doesn't reliably shape is leadership performance.

What does: self-efficacy, a leader's belief in their ability to perform in a specific context, built through experience rather than assumed.

In ZRG's latest article, Jane Panicucci draws the line between self-confidence and self-efficacy, and explains why the distinction changes everything about how we identify and develop leaders.

[Read the article >>](#)



From Course Correction to High Performance

A view from inside the room for leaders who suspect their team is performing below its real potential

Too many organizations treat team performance as a problem to solve with a restructure, a leadership change, or the next offsite.

The teams that achieve lasting improvement take a different approach. They treat culture as an operating discipline, working on it continuously, deliberately, and with honest data.

In her latest article, Catherine Stewart examines the habits that hold teams back and the mindset shifts that unlock higher performance: turning back talk into feedback, confusion into ownership, and resilience into a shared responsibility.

For leadership teams navigating growth, transformation, or increasing complexity, culture is not a soft issue. It is a performance issue.

[Read the article >>](#)

Leadership Development



Growing Global Enterprise Leaders

A Leadership Development case study

"The experiences and the learnings have been highly applicable."

A global technology company had a pipeline problem familiar to most large enterprises: plenty of capable directors, few ready to lead at the enterprise level.

Our Leadership Development team built a six-month experiential program for 26 high-potential directors and senior directors spanning functions and geographies, organized around Leading Self, Leading Others, and Leading the Business.

The results: an average 9.4/10 on likelihood to recommend, business objectives met, and enough conviction from leadership to fund a second cohort of 26 in 2025.

[Explore the case study >>](#)

