



# Pilot Consulting | Re-Building Your Internal Leadership Capabilities — Part I

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## The Leadership Challenge

Ask any CEO, General Manager, or CHRO what their leadership team must do to succeed, and the responses are nearly identical:

- **Increase speed** in executing strategy
- **Work more effectively** as a top team
- **Lead a changing workforce** with agility
- **Shape the company culture** that's both desired and sustainable
- **Navigate and drive change** confidently

The challenge? The pace of change shows no signs of slowing and extreme performance pressures demand capable multi-dimensional leadership that drives real business results.

Leadership development, however, has fallen behind. Leaders face steeper learning curves while being less prepared. Many organizations struggle to identify and grow next-generation talent, while resource constraints limit meaningful investment in quality programs.

Too often, organizations overestimate the value of content alone - relying heavily on digital training and e-learning. These can lower costs but fail to shape behavior.

As one CEO put it:

*“No one ever learned effective leadership behaviors by watching TV.”*

## What Research Shows Actually Works

Recent advances in neuroscience and adult learning combined with decades of on-the-ground experience reveal better ways to develop leaders who grow and sustain high impact.

At Pilot, we've designed a holistic leadership system that accelerates both individual and team growth while delivering measurable business results. It engages leaders in the “long game” of continuous performance improvement.



## Key Principles of Effective Leadership Development

### 1. Build Connected Learning Ecosystems

Leadership is a team sport played on the field. Online modules alone don't shift behavior—but structured peer-learning environments do.

### 2. Drive Holistic, Data-Driven Self-Awareness

To make individual and team change, leaders must understand their core beliefs and behaviors. This means 360-degree feedback, behavioral feedback and structured reflection to help them grow.

### 3. Apply, Reinforce, Repeat

Leadership skills stick when applied in relevant contexts immediately. Effective programs incorporate real-time feedback loops that get participants practicing and reinforcing new behaviors right away - then repeatedly. This is when coaching becomes invaluable.

### 4. Connect Stress and Workload Management

Leaders must focus on priorities (what's important), in addition to firefighting what's urgent. Effective programs integrate techniques to both manage workload to deliver results, and drive learning to improve capabilities.

## Ready to Build Leaders Who Drive Real Results?

Partner with Pilot's experienced [Co-Pilot Team](#) to design development programs that produce measurable business impact and sustainable performance.

👉 [Contact Us](#) with questions and insights to share.

From the Co-Pilots

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