



TRANSFORMATION CAPABILITIES

How Senior Executives Navigate Personal and Professional Change

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WHEN THE BELL RINGS

Imagine a senior executive describing the moment everything changed: "I was in my office, reviewing results that should have felt like a victory, when I realized I couldn't remember the last time I felt genuinely excited about my work. The metrics were there, the promotions had come, but something fundamental had shifted. I knew in that moment I had to transform or I'd lose myself entirely."

That executive's bell had been rung.

Throughout history, bells have announced births and deaths, called communities to gather, and signaled danger and celebration. They mark transitions and demand attention. For executives today, bells ring constantly: digital transformation, AI disruption, geopolitical instability, climate challenges, and post-pandemic recalibration. Each rings its own bell, and together they create a cacophony that can overwhelm even the most accomplished leader.

Yet external disruptions aren't the only bells ringing. Perhaps you've noticed your decision-making feels less crisp than it once was. Maybe strategies that worked brilliantly five years ago now fall flat. The internal signals, such as a misalignment with organizational values, disconnection from work that once energized you, recognition that your leadership approach isn't working anymore, ring just as loud and true.

The question isn't whether your bell has been rung. It's how you respond when it does.

This paper examines the contributions from 34 senior executives whose bells rang and who chose to transform. Their bells provoked action rather than paralysis. We studied what made them successful in their transformations, not just to celebrate their successes, but to identify learnable capabilities that would enable anyone to transform.



Overview of Research

To understand how senior leaders successfully navigate personal transformation, we conducted formal qualitative research analyzing interviews with 34 executives who underwent significant changes in their careers and lives.

Our research focused on:

- ▶ **What mindsets, beliefs, and perspectives are critical for personal transformation?**
- ▶ **What skills and behaviors must leaders develop to be effective during transformation?**

Using rigorous thematic analysis (Braun & Clarke, 2006), trained researchers analyzed the 34 interview transcripts to identify major themes and subthemes. The findings reveal that successful transformation requires two things: understanding the process of transformation, called the Adaptive-Regenerative Cycle (ARC), and demonstrating four core capabilities that enable navigation through that cycle.

“Transformation is visceral, phrenetic. Even experienced leaders can feel overwhelmed and disoriented with the constant waves of change, wondering why it is so hard.”

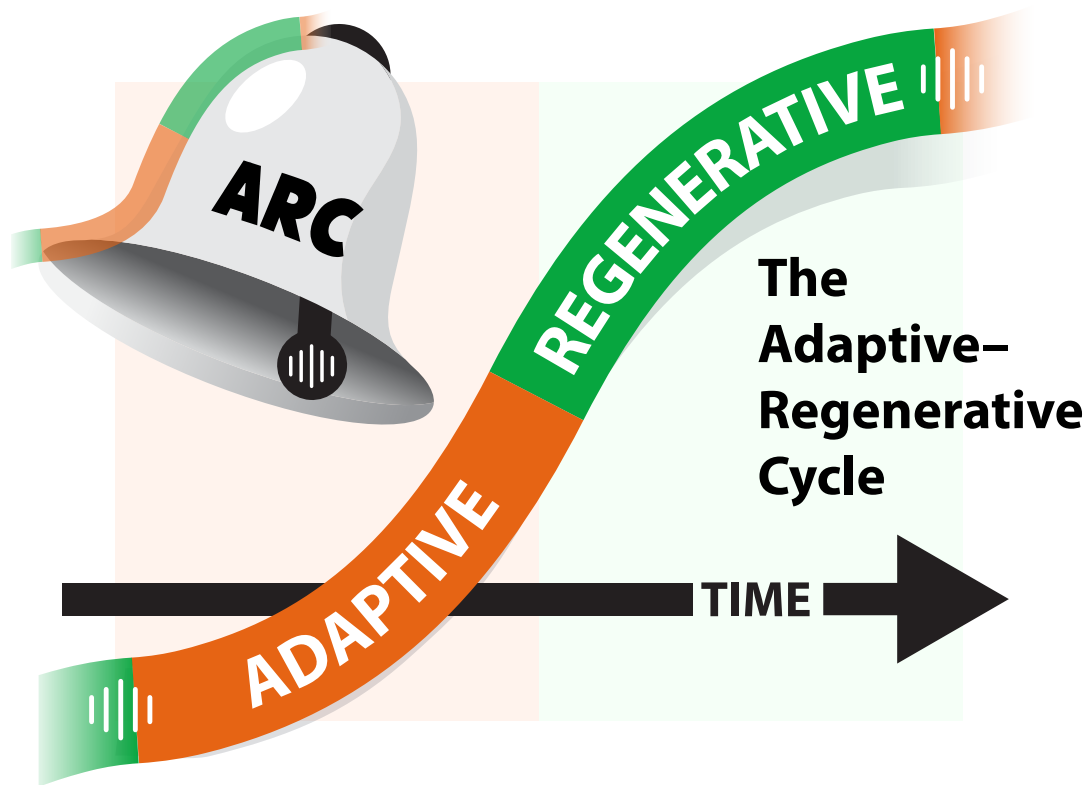
– Kate Brown –

The Adaptive-Regenerative Cycle (ARC)

A Process Overview

Before exploring the critical capabilities required for leaders to transform effectively, it's helpful to understand the process through which transformation unfolds.

Research at LRI suggests that transformation isn't a single event; it's a cyclical process alternating between two interdependent phases. The Adaptive-Regenerative Cycle (ARC) describes how leaders navigate between the adaptive phase of actively engaging with challenge and the regenerative phase of stepping back to integrate learning and restore capacity.



Adaptive Phase

During the **Adaptive Phase**, leaders engage with challenges that exceed routine functioning: navigating ambiguity, making decisions without precedent, and leading through ambiguity and complexity. Research suggests that adaptive leadership behaviors, such as reading the situation, maintaining flexibility, and applying strategies, link directly to positive organizational outcomes (Yukl & Mahsud, 2010). Conversely, avoidance coping predicts increased stress generation and depressive symptoms over time (Holahan et al., 2005), leading to potential withdrawal from challenges and a diminished capacity to adapt over time.

Leaders who engage strongly with both phases develop **transformation fluency**, moving through challenge-recovery cycles repeatedly, and growing stronger each time. This concept aligns with research on the leaders of resilient organizations that are able to "absorb shocks and turn them into opportunities, 'bouncing forward' during crisis times (McKinsey, 2023). Unbalanced cycles, either through chronic under-restoration or challenge avoidance, restrict transformation potential and lead to burnout or stagnation.

With the ARC framework in mind, let's now move to the core findings from the research.

Regenerative Phase

During the **Regenerative Phase**, leaders rest, reflect, integrate, and consolidate. Transformation crystallizes change not through continued effort but through stepping back to process experience and to restore. Research on leadership resilience emphasizes that prolonged stress without recovery diminishes leadership capacity (Ledesma, 2014), while engaging in recovery exercises, like learning new skills and reflecting on the experience can sustain well-being and functioning.

“Your brain is so adaptive...you have to keep pushing it, and that's when the growth comes.”

– Eric Severson –

“The seeds that lead to transformation occur...way before transformation activity happens.”

– Avritti Khanduri Mittal –



GROWTH



RESILIENCE



AUTHENTICITY



CONNECTION

Four Core Transformation Capabilities

Our research with the 34 executives revealed a consistent pattern: leaders who successfully transformed demonstrated strength across four distinct but interdependent capabilities. Importantly, leaders deploy these capabilities differently depending on their position in the transformation cycle.

- ▶ **During Adaptive phases these capabilities enable real-time navigation of complexity and uncertainty.**
- ▶ **During Regenerative phases the same capabilities shift to support integration, consolidation, and restoration.**

Within this framework, leaders with balanced development across all four capabilities demonstrate the highest levels of transformation fluency. Please note that each of the capabilities are presented below in a logical sequence to create a structured narrative; however, each of these capabilities is equally critical to the overall transformation process, and successful transformation requires the integration of each of the four core capabilities.

The Four Core Capabilities for Transformation

ADAPTIVE

MINDSETS & BEHAVIORS

REGENERATIVE

GROWTH

Mindsets:

Continuous learning, openness, hope

Behaviors:

Demonstrate curiosity, reframing

Converts resilience into capacity; transforms disappointment into meaningful learning; integrates new knowledge into existing frameworks.

For example: reflecting on the process to guide direction for future challenges.

“Take a step back and put a framework together” - Lauren Geer

“I’ve realized that if the change is not successful, it can be pulled back or modified” - Wendy Nutt

RESILIENCE

Mindsets:

Embracing discomfort, tenacity

Behaviors:

Leading self

Restores capacity through intentional boundary-setting; prepares self for sustainable re-engagement; consolidates resilience into stable capacity.

For example: creating space for **restoration** and recognizing change, developing strategic practices for future use.

“I looked back on the courage it took to create the idea of helping” - Carol Juel

“How you take ownership and accountability...what you do to resolve it going forward is what really matters” - Carrie Blair

AUTHENTICITY

Mindsets:

Purpose, values, beliefs, passion

Behaviors:

Authentic accountability

Reconnects with core identity; clarifies what has evolved; strengthens foundation for next cycle; consolidates belief in self-built through challenge.

For example: acknowledge changed values and purpose, reconnection with self and beliefs.

“Understanding what's really important to you” - Karen Kahn

“The journey has been a very humbling one” - Josh Bartella

CONNECTION

Mindsets:

Collaborative orientation, building relationships

Behaviors:

Leading others, support systems

Restores capacity through relational investment; strengthens relational infrastructure for next cycle.

For example: cultivating sustained supports by further investing in relationships that promoted change.

“Creating shared experiences and a shared trust” - Wendy Bergh

“You need to realize the impact you have beyond your title” - Rob Giglio

Navigates uncertainty with a receptive, learning mindset; transforms discomfort into a growth opportunity.

For example: actively seeking out knowledge and input, reframing challenges as growth opportunities.

“Curiosity over fear” - Tonya Cornileus

“Say yes to...being open to doing something different” - Elizabeth Satin

Sustains flexible, responsive action during challenge; enables real-time adjustment without abandoning.

For example: adapting with flexibility and confidence in self, belief in capacity for change and overcoming challenge.

“Be comfortable with discomfort” - Betty Larson

“Change is about...how you build your resilience” - Lan Guan

Sustains purposeful action through difficulty; provides internal compass when external conditions are chaotic; maintains identity coherence during challenge.

For example: honoring core values and letting those guide response to challenge.

“You have to believe and feel in what you’re driving after” - Julie Loeger

“I think about how I can stay grounded, that I stay human” - Sonia Coleman

Creates collaborative infrastructure to navigate challenge; prevents isolation and enables learning from diverse perspectives.

For example: accepting change does not need to be an isolating experience, seeking out relationships of mutual growth benefit.

“Succeeding as a team together...involves a lot of transparency” - Julie Loeger

“As leaders, we have to engage authentically, and allow for some humanity” - Betty Larson

CAPABILITY 1: GROWTH



Growth represents the capability to embrace change, learn from experience, and maintain openness throughout transformation. This was the most prominently reported capability, **identified by 100% of executives in our study**, suggesting its fundamental importance to transformation success.

***“Curiosity has to be at the foundation
for all of us.”***

– Elizabeth Bryant –

Core Concepts

OPENNESS TO LEARN

Openness to learn is the mental ability to influence thoughts and decisions by embracing change, learning from failure, and viewing challenges as opportunities for development. Leaders demonstrate belief that their capacities can expand through effort. One leader emphasized: "I'm a big believer that I have to work on myself all the time," [Gina Vargiu-Breuer] demonstrating commitment to continuous self-improvement.

CURIOSITY

Curiosity is the act of seeking knowledge through questioning, requesting help, and being shaped by others' perspectives. Leaders surround themselves with people willing to share and help them learn. Several leaders noted how well curiosity served them. By taking a moment to ask themselves questions, they could find a way to move forward.

REFRAMING

Reframing involves changing perspective on situations, transforming failure into learning opportunities, and shifting from victim to agent mindset. This includes reflecting on past experiences to extract transferable lessons and reframing uncertainty to make ambiguous situations less threatening. As one leader put it, "...reframe failure as an opportunity to learn something" [Eric Severson].

How Growth Operates Across the ARC

During challenge, when the bell is rung, the Growth capability manifests as openness to new experiences under pressure, continuous learning while navigating uncertainty, real-time curiosity that drives question-asking and help-seeking, and immediate reframing of obstacles. Leaders maintain hope during difficulty and willingness to be vulnerable while continually learning.



After engaging with challenge, the Growth capability shifts to integrative learning through reflection. Leaders step back to extract meaning from experience, recognize patterns across situations, and reframe past experience into a meaningful narrative. The raw experience of challenge transforms into expanded capacity and consolidated wisdom through deliberate meaning-making.

COACHING TIP 1 REFLECT ON THIS



Can you give yourself permission to fail, then reframe the situation in the most productive way?

Every now and then, in the midst of transformation, panic can strike. It's like all of our senses suddenly "get it," everything is changing! We are changing! It's at those times we need to have emergency strategies ready: our lifelines. Simply knowing that "freak out" moments are part of the adjustment of transformation gives us the opportunity to plan ahead and move quickly past them.

If you answered yes to the reflection above, you're practicing adaptive growth. This isn't about avoiding failure; it's about having systems that restore your resources through deliberate practices, so you can navigate subsequent challenges more effectively.

CAPABILITY 2: RESILIENCE



Resilience represents the capability to adapt to change, overcome challenges, and maintain well-being through flexible response. This capability was **identified by 91% of respondents** who placed emphasis on adapting to change and building resilience as central to their transformation.

“Be comfortable with discomfort.”

– Betty Larson –

Core Concepts

EMBRACING DISCOMFORT

Embracing Discomfort means accepting discomfort as a signal of development and facing challenges directly rather than avoiding them. Leaders demonstrate comfort with discomfort, telling themselves that discomfort means learning and growth. One leader articulated: "Those moments of discomfort are the biggest moments of learning," [Christy Lake] directly linking discomfort to developmental progress.

FLEXIBLE ADAPTATION

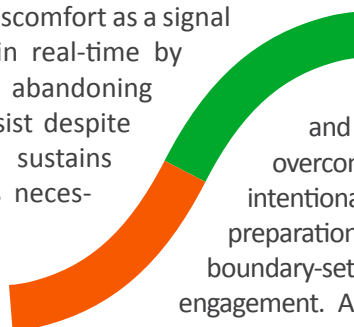
Flexible Adaptation is the practice of adjusting thoughts, behaviors, and actions in response to changing environments. Leaders demonstrate agility, stepping back to propel forward and operating with dynamism. They show courage to change their approach mid-course while maintaining goal orientation. As one leader explains, modeling flexible adaptation "takes effort and intention, and you have to be serious about it" [Kerry McLean].

TENACITY

Tenacity is the ability to influence and motivate one's own behaviors through boundary-setting, prioritization, and preparation. Leaders demonstrate tenacity—not giving up despite setbacks, using failures as stepping stones, and maintaining confidence in their ability to adapt and succeed. As one leader explained, "you need to feel that joy and excitement from overcoming" [Thomas Walker].

How Resilience Operates Across the ARC

During challenge, leaders embrace discomfort as a signal of growth, demonstrate flexibility in real-time by adjusting their approach without abandoning goals, and maintain tenacity to persist despite setbacks. Confidence in action sustains engagement while courage enables necessary pivots under pressure.



After challenge, leaders recognize and consolidate the resilience built through overcoming difficulty. They engage in intentional reflection and development, strategic preparation and organization, and boundary-setting that enables sustainable future engagement. As one leader emphasized: "Resilience doesn't come until you've gotten through it." [Christy Lake]

COACHING TIP 2 REFLECT ON THIS

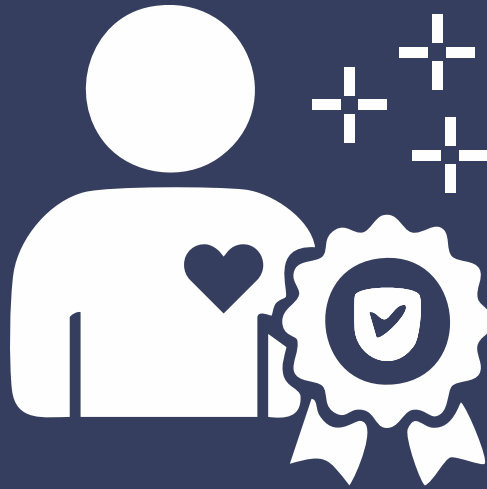


Do you know that change isn't always easy, and are you prepared to tackle the challenges?

A common characteristic of transformation is it tends to be hard on us. It's disruptive and challenges us in new ways. We can be effective if we plan ahead for challenges and choose our approach to tackling them. Leaders are used to challenges; clearing obstacles for others is part of their role. It can sometimes be harder to clear those obstacles for ourselves.

If you answered yes to the reflection above, you're demonstrating adaptive resilience—the capacity that enables flexible adaptation during difficulty without abandoning your goals. By embracing discomfort as a growth signal, maintaining tenacity despite setbacks, and adapting in real-time, you sustain responsive action when it matters most while maintaining your wellbeing under pressure.

CAPABILITY 3: AUTHENTICITY



Authenticity represents the capability to guide oneself through mental and emotional shifts anchored in purpose, values, and self-worth. This capability was **identified by 88% of respondents**, with the majority emphasizing self-awareness and values as guiding principles during transformation.

***“A grounded set of values and principles
has been my guiding force.”***

– Carol Severyn –

Core Concepts

PURPOSE AND VALUES ANCHORING

Purpose and values anchoring involves aligning decisions and behaviors with core purpose and moral principles. Leaders demonstrate intentionality about where they invest time and maintain strong inner access to their value system. One leader described this as being "true to myself [and] what kind of a person I am." Their purpose and values serving as a guiding force, providing direction when external conditions prove chaotic.

SELF-AWARENESS AND SELF-WORTH

Self-awareness and self-worth involve recognizing one's emotions, actions, and thoughts while maintaining a healthy self-value. As one leader shares, "Leaders demonstrate an understanding that self-worth builds the inner strength needed to lead effectively" [Terry Wood]. They don't feel compelled to prove themselves, and their self-belief grows over time through taking incremental steps.

EMOTIONAL COMMITMENT

Emotional commitment is a strong belief in what you're pursuing, combining passion with courage to persist during challenge. Leaders maintain belief in their endeavors and let conviction drive their commitment. One leader emphasized the value of "being clear about what you want up front and sifting through all the other nonsense" [Lauren Geer], illustrating how clarity provides energy and direction.

How Authenticity Operates Across the ARC

During challenge, purpose and values sustain action under pressure. Leaders stay true to themselves and maintain authenticity despite external chaos. Conviction and courage enable persistence when obstacles mount. This internal compass provides direction when external conditions prove unpredictable.



After challenge, leaders reflect on their purpose and values, clarifying what has evolved through transformation. They consolidate self-worth independent of achievement, strengthen self-awareness, and ground themselves in principles before re-engaging. This work prepares the foundation for their next transformation cycle.

COACHING TIP 3 REFLECT ON THIS



Do you take care of yourself, in the big ways and the small, in an effort to give your best and get the breakthrough?

Because so much is changing in the course of transformation, we can feel at risk of losing ourselves in the process. Leaders who master personal transformation cultivate a sense of confidence in themselves and a commitment to their own well-being, because it strengthens their ability to succeed through the change. Self-compassion is a secret of success among those who embrace transformation.

If you answered yes to the reflection above, you're practicing regenerative authenticity that consolidates self-worth and strengthens your foundation for sustainable transformation. This isn't self-indulgence...it's strategic self-leadership. By reconnecting with your purpose and integrating transformation into your revolving beliefs, you ensure you remain whole and grounded even as everything changes around you.

CAPABILITY 4: CONNECTION



Connection represents the capability to build relationships, collaborate with others, and create support systems that enable both challenge navigation and restoration. This capability was **identified by 91% of respondents**, highlighting the critical importance of relationships and collaborative approaches to transformation.

“You’re not going to get anything done on your own.”

– Linda Rutherford –

Core Concepts

COLLABORATIVE ENGAGEMENT

Collaborative engagement means working with others toward common goals with understanding that success requires partnership and collective effort. Leaders recognize they cannot navigate transformation alone. One leader articulated directly: "you're not going to get anything done on your own" [Linda Rutherford], acknowledging that transformation requires mutual support.

SUPPORT SYSTEM DEVELOPMENT

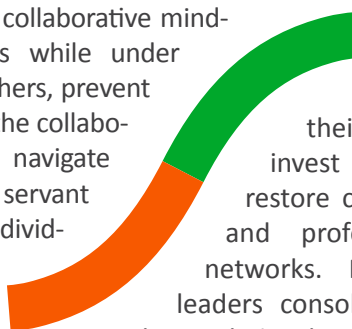
Support system development is the process of building both personal and professional networks of trusted relationships. Leaders cultivate "truth tellers," people who provide unvarnished feedback and tell them what they need to hear rather than what they want to hear [Melanie Rosenwasser]. They invest in quality time with family, friends, and professional supporters who restore capacity.

MUTUAL INFLUENCE AND DEVELOPMENT

Mutual influence and development involve recognizing how others impact personal growth while also contributing to others' development through servant leadership. Leaders create safety for people to show up authentically, prioritize team member growth, and demonstrate that their core role is enabling others' success.

How Connection Operates Across the ARC

During challenge, leaders maintain a collaborative mindset and actively build relationships while under pressure. They learn together with others, prevent isolation during difficulty, and create the collaborative infrastructure needed to navigate challenges together. Leading with a servant orientation shifts the focus from the individual to others' situations and needs.



After challenge, leaders deepen their sense of interdependence and invest deliberately in support systems to restore capacity. Quality time with personal and professional relationships strengthen networks. Reciprocal support deepens and leaders consolidate their understanding of how these relationships enabled their transformation.

COACHING TIP 4 REFLECT ON THIS



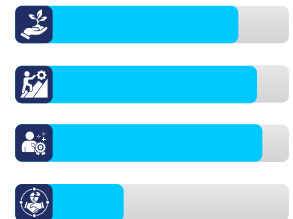
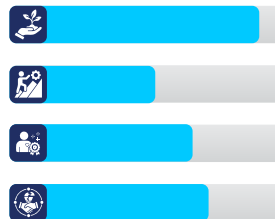
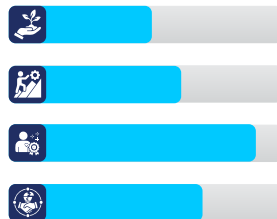
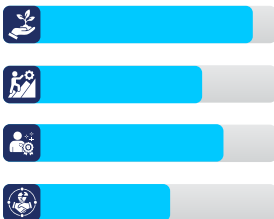
Are you comfortable getting support, knowing you'll do better with others than you can do alone?

A defining factor of transformation can be that we feel very alone. We don't know what we don't know. It's confusing. We may feel stopped in our ability to move forward. Getting support is a way to get things moving.

If you answered yes to the reflection above, you understand a fundamental truth about transformation: building relationships and support systems aren't signs of weakness...they're strategic necessities. Leaders who thrive recognize their capacity expands exponentially when they leverage diverse perspectives and create the collaborative infrastructure needed to navigate challenges together.

Transformation Fluency Profiles

The four capabilities, **Growth, Resilience, Authenticity, and Connection**, provide the building blocks for successful and sustainable transformation. Yet, leaders vary on their ability to demonstrate these capabilities, which can affect the success of the transformation cycle.



***“[Have the] confidence to know who we are...
and also the courage to then change.”***

– Thomas Walker –

Balanced Versus Unbalanced Cycles

The transformation cycle can be balanced (strong capabilities on both Adaptive and Regenerative phases) or unbalanced (weaker capabilities being applied on one or both phases). Understanding these patterns helps explain why some leaders thrive while others burn out or stagnate.



Low Adaptive / High Regenerative Leaders

For example, some leaders excel at the regenerative part of the cycle but struggle with the Adaptive phase that creates actual growth. They engage extensively in reflection, preparation, and relationship investment during Regenerative phases but shy away from genuine challenge engagement. While they demonstrate strong Growth, Resilience, Authenticity, and Connection capabilities during restoration, they avoid leveraging these under real pressure. These leaders are great at building connections but don't know how to leverage those relationships and support systems to advance further; they reflect on the past in appreciation but avoid further discomfort and challenge, resulting in complacency.

By limiting exposure to discomfort, these leaders restrict themselves to shallow growth and self-limit their transformation potential. They grind themselves down differently, not through depletion but through stagnation. Without challenge, there's no raw experience to integrate, no resilience to consolidate, no tangible transformation to process. They prepare endlessly for challenges they never face, building theoretical capability that remains untested. Research on adult development suggests that growth requires both challenge and support; challenge without support leads to overwhelm, but support without challenge prevents development (Kegan, 1994).

Yet research also reveals a critical insight: people sometimes have difficulty recognizing when they need to initiate the Adaptive phase (i.e., that a bell has been rung). Research on monitoring stressful events show that only 30% of individuals demonstrated variability in understanding stressors and adopting appropriate coping skills (Kashdan & Rottenberg, 2010), while Kotter's (1995) study of over 100 transformation efforts found that nearly half of all failures can be traced to insufficient urgency at the outset. The very stress that signals a need for transformation can impair the cognitive flexibility required to hear and respond to that signal...creating a paradox where those who most need transformation may be the least equipped to recognize it.



High Adaptive / Low Regenerative Leaders

Other leaders excel at tackling challenges in the Adaptive phase but seem to skip the Regenerative phase, perhaps viewing the second phase as demonstrating weakness or indulgence. They demonstrate strong Growth, Resilience, Authenticity, and Connection during challenge but fail to step back for integration and restoration. They move from one demanding situation to the next without pause, wearing exhaustion as a badge of honor.

“Not chasing change for the sake of change.”

– Jenna Johnson –

One executive captured this realization: "I was so burned out...so over it...it takes so much energy to hold on to the past...[this is when] I realized this work is no longer my inspiration" [Karen Kahn]. The consequences are profound. Without Regenerative work, lessons remain unintegrated, resilience stays unrecognized, purpose drifts from action, and relationships become transactional. Leaders experience what can be described as purpose drift, gradual misalignment between values and action that erodes motivation despite continued high performance (SHRM, 2024). Over time, chronic under-restoration leads to burnout, cynicism, and decreased effectiveness despite strong capability deployment during challenge.

Research on executive burnout reveals the stakes: 56% of senior leaders report experiencing burnout, up from 52% in 2023 (LHH, 2025a), with 59% expecting to change roles within the next three years (LHH, 2025b). Technical skills now have an average half-life of just 2-4 years, with digital fields like AI closer to 2 years (World Economic Forum, cited in Skillable, 2024), and 84% of executives say their organization's culture needs improvement (Graham et al., 2022). Traditional leadership development, focused on skill enhancement rather than fundamental transformation, proves insufficient when the framework of leadership no longer meets current demands.

“Transformation is an internal...shift for me in my beliefs.”

– Meerah Rajavel –



Balanced Leaders

Leaders who thrive excel at both tackling challenges and taking time to step back and recharge. They recognize when they're in Adaptive mode and deploy their capabilities accordingly: curiosity under pressure, tenacity through setbacks, values-anchored decision-making, collaborative problem-solving. They equally recognize when Regenerative work is needed and shift emphasis: structured reflection, strategic preparation, purpose reconnection, relationship deepening.

***“You need to reframe your mindset.
Think more in terms of how are you
gaining from this experience.”***

– Zabrina Jenkins –

These balanced leaders develop transformation fluency: the ability to move through cycles of challenge and recovery repeatedly, growing stronger each time. They understand that transformation is cyclical, not linear. You don't transform once and finish. You develop capabilities to move through transformation repeatedly as contexts evolve. Each cycle builds pattern recognition for the next, creating compound growth over time. Research shows that resilient organizations absorb shocks and turn them into opportunities, bouncing forward during crisis times (McKinsey, 2023), demonstrating both challenge response and recovery integration.

From Bell Ringing to Transformation

This research reveals that the leadership crisis facing executives today isn't just a problem to solve; it's an invitation for leaders to transform. Burnout isn't just exhaustion; it's a message that current approaches no longer fit. Stagnation isn't just boredom; it's a signal that challenge avoidance is preventing growth.

The 34 executives we interviewed that successfully transformed aren't fundamentally different from other leaders. They simply learned to navigate the transformation cycle with a set of critical capabilities. When their bells rang, whether through external disruption or internal realization, they responded with action rather than paralysis.

The secret to their success?



They learned to leverage four interconnected capabilities:



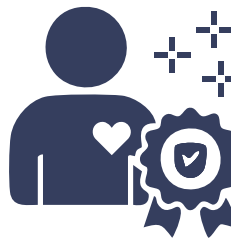
GROWTH

Growth enabled them to **embrace change** and mine disruption for developmental value through curiosity, learning, and reframing.



RESILIENCE

Resilience allowed them to **flex in response to challenge** while maintaining well-being through embracing discomfort, adapting flexibly, and leading themselves persistently.



AUTHENTICITY

Authenticity provided an **internal compass** anchored in purpose, values, and self-worth that sustained action during chaos and enabled deep reflection and synthesis during restoration.



CONNECTION

Connection ensured they didn't navigate transformation alone, **building collaborative approaches and support systems** that enabled both challenge and recovery.

Most critically, they learned to apply these capabilities across both phases of the Adaptive-Regenerative Cycle. They understood that transformation requires both the Adaptive phase, active engagement with challenge that builds raw experience, and the Regenerative phase, stepping back to integrate lessons, restore capacity, and prepare for re-engagement. This balanced approach developed transformation fluency: the capability to move through transformation repeatedly, with each cycle exponentially expanding their capabilities and building pattern recognition that makes future navigation more effective.

The world isn't slowing down. Disruptions aren't decreasing. Complexity isn't simplifying. More bells will ring. The question isn't if you'll face transformation demands; it's whether you'll answer them with the capabilities needed to facilitate genuine transformation rather than just scraping by.

This research provides a map. The four capabilities are learnable. The ARC cycle is navigable. When your bell rings, and it will, you now have a framework for transformation rather than mere survival.

***“Transformation...I love it. It’s not easy.
But it’s essential for growth.”***

– Gina Vargiu-Breuer –

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Thank you!

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