



Schachter Monthly

By Ephraim Schachter • Jan 06, 2026

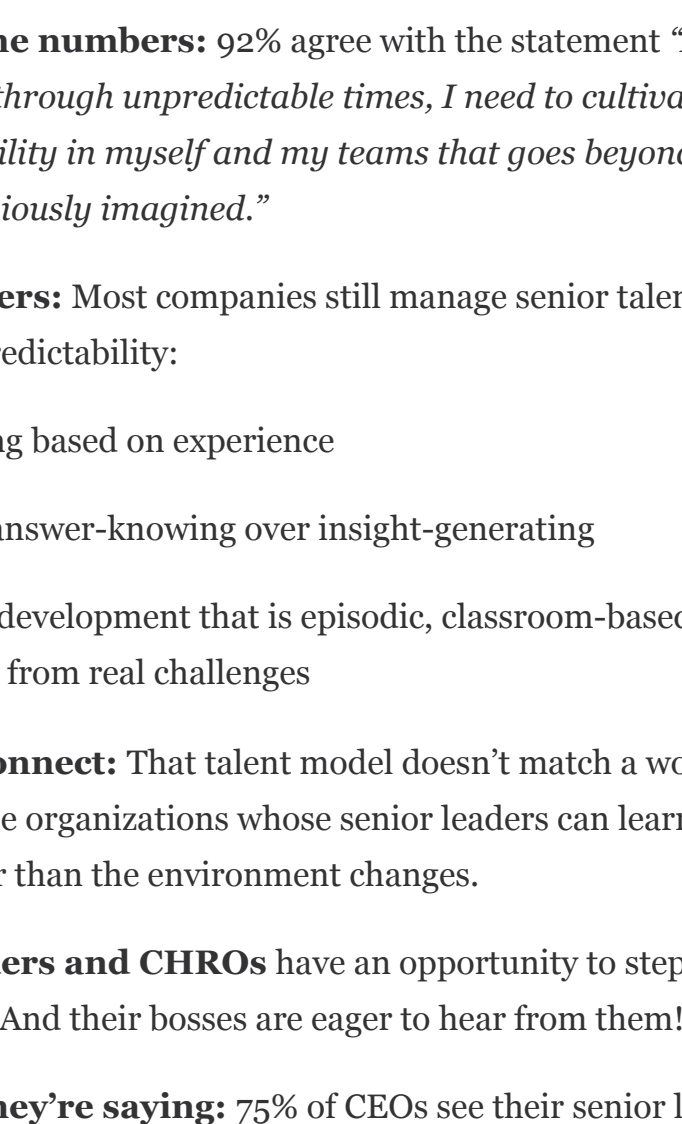
Smart Brevity® count: 5 mins...1278 words

🎉 **Happy New Year!** January is about possibilities! Time to start strong!

🏆 **Let's be great leaders!** Here are some straightforward insights and actionable tools & tips.

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1 big thing: CEOs seek adaptable & agile leaders in 2026



The CEO Response, Egon Zehnder

💡 **CEOs overwhelmingly cite Adaptability & Agility** as “the most important currency for building organizational resilience and securing long-term success” in a new [Egon Zehnder survey](#).

📊 **By the numbers:** 92% agree with the statement “As CEO, leading through unpredictable times, I need to cultivate a level of adaptability in myself and my teams that goes beyond anything I’ve previously imagined.”

Why it matters: Most companies still manage senior talent as if we’re in an era of predictability:

- Promoting based on experience
- Valuing answer-knowing over insight-generating
- Offering development that is episodic, classroom-based, and detached from real challenges

❌ **The disconnect:** That talent model doesn’t match a world where the winners will be organizations whose senior leaders can learn, pivot, and respond faster than the environment changes.

Senior Leaders and CHROs have an opportunity to step up and meet this moment. And their bosses are eager to hear from them!

🗣️ **What they’re saying:** 75% of CEOs see their senior leadership team as “their best resources for discussing and making sense of the challenges ahead.”

To my Senior Leadership Teams:

1. **Make adaptability a team capability.**
Articulate and consistently apply concrete protocols to sense, interpret, and respond quickly to disruption.
2. **Normalize crisis skills.**
Incorporate open discussion, scenario planning, and shared-ownership rapid decision-making.
3. **Align with HR & Talent.**
Welcome their expertise and leadership.

To my CHROs and Talent heads:

1. **Rewrite leadership models.**
Move past competency frameworks that over-index on stability, predictability, or linear execution. Start with models of Change Leadership.
2. **Stress-test succession plans.**
Assess future leaders on how they perform in uncertainty, not just management blocking & tackling.

2. Helping introverts by letting them hide?



😏 **Introverted employees are hoping** for workplaces that recognize quieter forms of engagement and reduce bias toward extroverted behaviors, drawing on DEI language to legitimize their needs and influence hiring, promotion, and office design, per the [WSJ](#).

- **Why it matters:** Some companies are responding with introvert-friendly accommodations like quiet recharge spaces, flexible and remote work options, and meeting norms that allow participation without constant visibility.

💭 **My thought bubble:** While well-intentioned inclusion efforts are commendable, they should develop introverts for advancement, not unintentionally narrow their path or facilitate their self-stigmatization.

🎯 **My POV:** Supporting introverted employees should not mean encouraging avoidance of high-stakes participation.

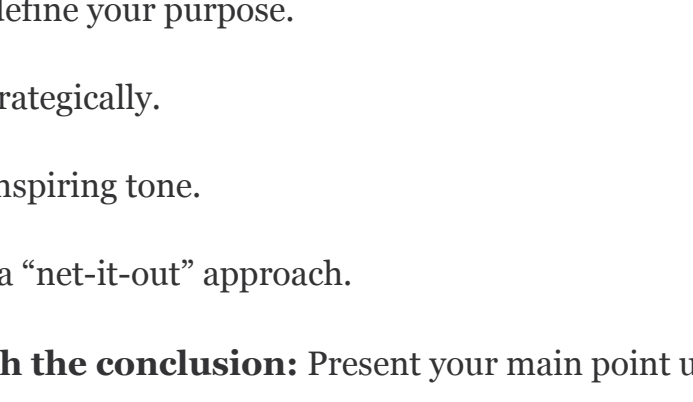
1. **Inclusion should build capacity.**
True inclusion expands people’s ability to meet core organizational demands rather than narrowing expectations to reduce discomfort.
2. **Introversion is not fragility.**
Many introverts perform effectively in high-stakes settings; over-accommodation can miscast their temperament as a limitation.
3. **Avoidance limits growth.**
Reducing visibility and interaction may ease stress, but it also limits the chance to build influence, presence, and stretch capabilities required for advancement.
4. **Senior roles demand visibility.**
Executive leadership requires persuasion, real-time dialogue, and public engagement.

The bottom line: As a driven introvert, myself, I am concerned that these well-intentioned organizations are inadvertently relegating other ambitious introverts to the shadows.

👉 **Go deeper:** Watch “[The #1 Mistake Introverted VPs Make in Meetings](#)”, the most viewed video on our website.

- **Spoiler alert:** It’s staying silent and waiting for accommodation instead of weighing in.

3. What Talent Acquisition pros can learn from dating apps



📱 **A new ResumeBuilder survey** shows 34% of dating-app users ages 18–55 used the platforms for networking, job leads, or mentorship.

- **Why it matters:** Candidates are quietly drifting away from conventional recruiting channels. Job boards feel crowded, LinkedIn feels noisy, and corporate processes feel slow and impersonal.

📊 **By the numbers:** Of those making such use:

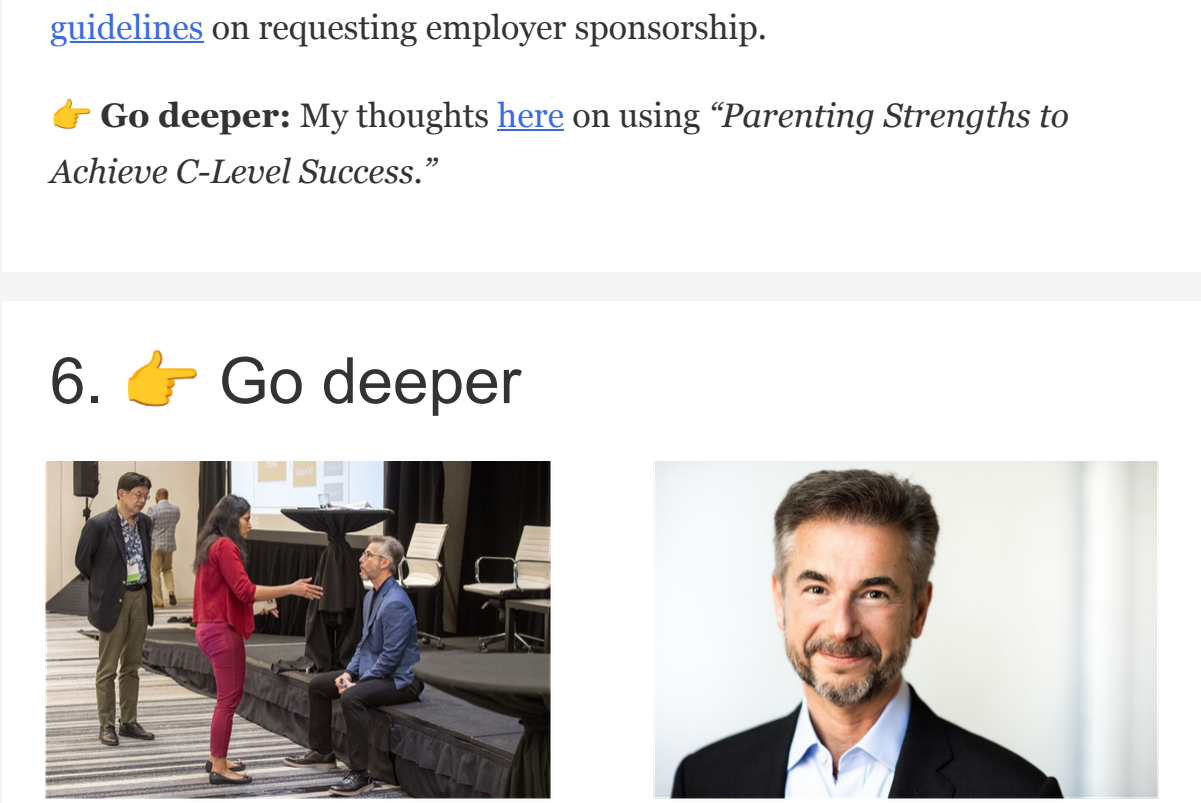
- About 75% said they intentionally matched with people in specific roles, and 66% targeted matches at desirable or prestigious companies.
- 88% reported success connecting with someone professionally.
- 43% got mentorship/advice, 39% secured an interview, 37% received a job lead or referral, and 37% obtained a job offer.

🎯 **My POV:** Talent Acquisition professionals, you are on notice:

1. **Recruiting is now omnichannel:** Candidates jump between personal and professional spaces without hesitation. Talent pros should meet them where they are; not just in the Applicant Tracking System (ATS) or on LinkedIn.
2. **Human > Corporate:** Early-funnel interactions need to feel low-pressure and conversational. Think recruiter “office hours,” short video intros, and simple outreach.
3. **Experiment:** High-quality interactions are happening in unexpected places. Be open to unconventional approaches.

The bottom line: “Career-swiping” is an indicator that the old corporate funnel is losing relevance. Reinvent it.

4. January pro tip: Start from the point



🎯 **Insights from the field:** My CEO clients often mention that their skilled SVPs “lack presence.” They tend to wander, over-explain, and focus too much on details.

- **Despite their expertise,** they struggle to captivate and hold others’ interest.

⚠️ **Why this matters:** Does this resonate? It might explain why your story hesitates to showcase you to key audiences like the board, industry leaders, or media.

- **You can’t advance** your reputation from the shadows.

The big picture: To reach the CXO level, you’ll need to convey your ideas with authority and sound like a leader.

- **Otherwise,** you might come across as an inexperienced newcomer, despite years of experience.
- **Worse still,** you could appear lacking in competence, intelligence, or self-assurance.

The bottom line: Effective leaders achieve results by influencing others, shaping opinions, and mobilizing teams and departments.

📌 **Adhere to these principles** to communicate with clarity, brevity, and confidence:

1. Clearly define your purpose.
2. Speak strategically.
3. Use an inspiring tone.
4. Employ a “net-it-out” approach.

! **Lead with the conclusion:** Present your main point upfront, then support it.

- **Communicate like a homepage,** inviting others to explore their points of interest.
- **Deliver the core** message and conclude.

👉 **Go deeper:** Access my webinar on executive influence [here](#).

5. Career Corner: Learn personal growth from your kids

🏠 **Parents in the workforce** often focus on their children’s development while overlooking their own professional growth.

- **Why it matters:** Ignoring your career development can hinder your advancement and limit opportunities in today’s competitive job market.
- 😏 **This contradiction** can stall career advancement. Allocating time, energy, and resources to boost your chances of success is a growth principle that applies universally.
- What’s next:** Take initiative in advancing your career.
- **Enroll in courses** or certifications online to acquire new skills.
 - **Seek mentorship or coaching** for insights and guidance from seasoned professionals.
 - **Attend industry events** to broaden your network and keep up with trends.
 - **Set aside time** weekly for personal development activities, like reading industry books or honing new skills.

Yes, but what are the potential drawbacks of pursuing professional development?

1. **Cost Concerns:** Will your employer be reluctant to invest in training due to budget limits?
 2. **Time Commitment:** Will taking time from regular duties for development be supported?
 3. **Relevance and Value:** Is the developmental activity directly pertinent to your current role or goals?
- 👉 **Be prepared to advocate for yourself.** Check out Wharton’s [guidelines](#) on requesting employer sponsorship.
- 👉 **Go deeper:** My thoughts [here](#) on using “*Parenting Strengths to Achieve C-Level Success*.”

6. 🙌 Go deeper

Photo by: Randy Bellice

Ephraim Schachter is an award-winning C-Suite Coach and Leadership Strategist. For the past 25 years, he has helped organizations excel by developing their leaders’ capabilities to accelerate trust, navigate obstacles and communicate influentially.

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💡 **Parting wisdom:** “Remember: Always walk in the light. And if you feel like you’re not walking in it, go find it. Love the light.” Roberta Flack

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