



A **zrg** COMPANY

## Talent Insights - November 2024

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

---

### A Message from our CEO



Greetings!

What a busy time of year! We are completing year-end goals and dreaming about what is possible for 2025. This month's newsletter highlights results from a new Gartner survey that lists the Top 5 Priorities for HR Leaders in 2025. You won't be surprised, as these are in focus for many of you.

Additionally, if you're looking to build or strengthen your talent strategy for 2025, we are ready to collaborate. Thought partners are important. Our team can provide expert guidance and support to help you achieve your goals.

This issue also includes the latest installment of Leading to Ignite, where Sandy Davies, VP of Outplacement and Career Transition, delves into the powerful impact of empathetic leadership during transitions, and much more!

With these newsletters, we aim to provide practical, valuable insights for you and your teams to grow. The Bravanti team, and our extended ZRG Partners team, are grateful for your continued partnership on our journey to powerful leadership together. As we approach the end of the year, let's take a moment to reflect on what we're thankful for and how we can bring that gratitude into our workplaces.

Igniting Bold Futures,

*Susan Gallagher*



# Top 5 Priorities of HR Leaders in 2025

[View Slides](#)

## Top 5 Priorities of HR Leaders in 2025

### New Study

As 2024 comes to a close, five pivotal HR priorities are defining the 2025 landscape. Each of these priorities holds the key to unlocking greater resilience, engagement, and alignment in a rapidly shifting work environment. Discover what these priorities and how forward-thinking organizations are tackling these challenges to drive meaningful impact and set new standards for success.

[View Slides >>](#)



How we say  
**goodbye** reflects  
who we are as  
**leaders.**



**Sandy Davies**  
Vice President,  
Outplacement &  
Career Transition

## Leading to Ignite

*With Sandy Davies, Vice President, Transition Programs & Services*

Great leaders know the end is as important as the beginning. In our latest post from the Leading to Ignite series, Bravanti's Sandy Davies delves into the powerful impact of empathetic leadership during the final stages of an employee's journey.

[Read Sandy's Insights >>](#)



TALENT STRATEGY

# Engineered for Excellence Bound by Purpose.

 [Schedule your free consultation today](#)

## 2025 Talent Strategies

*Engineered for Excellence, Bound by Purpose*

In 2025, a talent strategy that's "good enough" won't cut it. Modern organizations need strategies that are engineered for excellence, built to meet the demands of complex business environments.

At Bravanti, we help clients align every element of workforce planning into a cohesive, powerful roadmap for success. Schedule a free consultation with us to see how Bravanti can help you build a talent strategy that's engineered for excellence.

[Schedule Consultation >>](#)

# 18 Key Attributes of Resilient Leaders



[View Slides](#) →

## 18 Key Attributes of Resilient Leaders

*Discover what it takes to be an unstoppable leader*

Analysts estimate that the rate of change has risen by 183% just in the last five years. Surviving in this type of environment (let alone thriving) requires organizational leaders to embody resilience. But what does it mean to be resilient? Discover what it means to be truly unstoppable today!

[View Slides >>](#)

### The Challenge:

A global financial services firm sought a dedicated coaching partner to serve as an extension of their learning and development teams, delivering seamless, outcome-driven leadership development.

### The Solution:

#### Custom Leadership Coaching Programs

Bravanti provided tailored coaching solutions, including executive transitions, director-level coaching, women leaders, and leadership acceleration programs, all aligned with desired leadership behaviors.

### The Result:

- Over \$150M in measurable ROI
- Enhanced organizational strength, productivity, retention, and job satisfaction
- Improved relationships with peers, direct reports, and stakeholders
- Recognized as a trusted, integrated partner



[Read Case Study](#) →

# Driving Impact & ROI Through Deep Partnership

*Industry: Financial Services*

For organizations seeking to enhance leadership impact, having a trusted coaching partner can deliver significant ROI 👉 \$150M+, to be exact.

As an extension of a global financial services firm's talent and development teams, our Executive Coaching team seamlessly integrated into their leadership framework, providing tailored solutions aligned with key leadership competencies and goals.

With programs in executive transitions, director-level coaching, women leaders, and leadership acceleration, our proprietary ROI Coaching Dashboard demonstrates over \$150 million in measurable ROI, reinforcing core leadership behaviors and driving tangible results. Read the full case study to learn how!

[Read Case Study >>](#)

CONNECT  
WITH US

