



A **zrg** COMPANY

Talent Insights - August 2025

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

A Message from our CEO



Greetings!

As we step into the second half of the year, two themes continue to rise: leadership has never been more complex, and the human side of business has never been more important.

This month's newsletter reflects exactly that. From our 3-part series on *Coaching as a Leadership Capability* to our latest insights on *Adaptive Leadership*, we're exploring how leaders can stay resilient, agile, and people-centered in times of constant change.

We're also tackling some of the tough but necessary topics — how to source the right leadership development partner, how AI can support (but never replace) the power of human coaching, and the seven mistakes organizations should avoid when navigating layoffs.

At the core of all of these ideas is one belief: when leaders are intentional, supported, and adaptable, organizations don't just endure change — they thrive through it. I invite you to dive in, reflect on what resonates most for you, and consider how these insights might shape your own leadership journey and that of your organization.

Igniting Bold Futures,

Susan Gallagher

Executive Coaching

For your leaders

— THREE-PART SERIES —

Coaching as a Leadership Capability

Learn why coaching capability matters, what it looks like in practice, and how to build it at every level.



Coaching as a Leadership Capability | 3-Part Series

New series on how to transform leaders into performance multipliers

The best leaders today don't direct. They coach.

They ask better questions, build trust through conversation, and empower others to grow, lead, and perform.

The growing demand for leaders who coach shows that coaching isn't just another soft skill—it's a force multiplier that strengthens culture, deepens engagement, and scales impact across the business.

Explore our three-part series, Coaching as a Leadership Capability, to learn why coaching matters, what it looks like in practice, and how to build it at every level.

[Part 1: Why the Best Leaders are Coaches >>](#)

[Part 2: 6 Coaching Conversations Every Leader Must Master >>](#)

[Part 3: How to Start Building Coaching Capability >>](#)



Adaptive Leadership

Exploring the Relationship Between Change & Resilience

The world is moving in one direction—toward constant transformation. Whether driven by technological advancements, market shifts, or evolving customer demands, organizations must continuously adapt to stay competitive. Yet, despite its inevitability, change remains one of the most challenging aspects of leadership.

Join us as we explore the relationship between change and resilience, the psychology behind change resistance, and strategies for managing change and building resilience.

[Read the Blog Post>>](#)

Leadership Acceleration
For developing your leaders

Finding “The One”

How to Source the Right Leadership Development Partner

[View Slides](#) →



Finding "The One"

How to Source the Right Leadership Development Partner

Big leadership goals begin with one smart decision: who you build them with.

Whether you're scaling development enterprise-wide or accelerating high-potential talent, not all providers are built to meet your goals. This guide breaks down what to look for, what to ask, and how to find a leadership development partner who can grow with you — and grow your leaders

[View Slides >>](#)

Outplacement & Internal Mobility

For those in transition



AI Can Refine a Resume, But Only a Coach Unlocks True Career Potential

By Amy Geltner

When 65% of job seekers start using the same AI tools to write their resumes, how do you break through the noise? The secret isn't choosing between AI and human expertise – it's knowing exactly when to use each.

Amy Geltner, Managing Director for Outplacement at Bravanti, a ZRG company, reveals why the most successful career transitions happen when cutting-edge technology is combined with irreplaceable human wisdom. Because in a world where everyone has the same tools, winners understand that landing your dream job isn't about the perfect resume – it's about the perfect strategy.

[Read the Blog Post>>](#)



7 Mistakes to Avoid During Layoffs

And What To Do Instead

Mass firings over a Zoom call. System lockouts serving as layoff notifications. Lack of communication allowing rumors to set the narrative.

These aren't isolated incidents—they're symptoms of a leadership crisis that's costing companies their best talent *and* their reputations.

Workforce reductions are inevitable. Leadership failures are not.

[Read the Blog Post>>](#)

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