



Talent Insights - September 2025

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

A Message from our CEO



Greetings!

This month, we're challenging a familiar question: *What does it really take for leadership development to drive better outcomes?*

It's one thing to 'run a program' — it's another to turn that program into measurable growth, stronger teams, lasting cultural change, and achieving business goals. In this edition, we explore what happens when organizations go beyond learning to build true leadership capability — from team coaching that accelerates collective performance, to career transition programs that uphold an employer's reputation even in moments of disruption.

Because the mark of great leadership isn't only how we develop talent — it's how we lead with integrity, empathy, and accountability when the path forward is uncertain.

As always, I invite you to read, reflect, and ask: *Where can your leaders turn learning into lasting impact?*

Igniting Bold Futures,

A handwritten signature of Susan Gallagher in black ink.

Leadership Development
For developing your leaders

Beyond the Program

Turning Leadership Development into Leadership Impact

For Leaders:

*20+ Strategies to Help You Transform
Learning into Impact*

----- **Get the Strategies** ----->



Beyond the Program: Turning Leadership Development into Leadership Impact

For Leaders

You walked out of that program inspired. You had breakthroughs. You saw your potential. Then Monday hit.

The difference between leaders who transform and leaders who plateau isn't what they learn—it's what they do with those learnings.

Get these 22 strategies that guarantee you complete the journey from learning insights to leadership impact.

[View Slides >>](#)

Executive Coaching
For your leaders

TEAM COACHING

Team chemistry
beats individual
genius **every time.**

Schedule your consultation today 



Team Chemistry Beats Individual Genius Every Time

Team Coaching

To build an organization that's equipped for complexity, growth, and lasting success, your leadership team must operate as more than the sum of its parts.

Our Executive Team Coaching transforms talented individuals into high-performing teams through proven methodologies, targeted workshops, and measurable milestones.

Team coaching isn't an event, it's an evolution—one that creates sustainable alignment where every leadership decision becomes a catalyst for organizational excellence.

This is how market-leading organizations unlock their true potential. Learn more about how team coaching can transform yours.

[Learn More >>](#)

Outplacement & Internal Mobility For those in transition

The Challenge:

A global oil and gas company sought to divest major operations while designing a new organization and managing 850+ employee transitions, all within an short timeline that demanded both speed and humanity.

The Solution:

Organizational Design & Selection

Deployed cross-functional selection panels, role design, and direct employee engagement to balance restructuring needs with individual aspirations—ensuring fair, compliant processes at scale.

The Result:

- 850+ employees supported across divestment
- 75%+ of employees secured desired roles
- Fair, consistent, and compliant selection process



Read Case Study

Case Study: Managing a Global Restructuring Due to Divestment

Client: *Leading Global Oil and Gas Company*

Some companies restructure. Others restructure with soul.

A global oil and gas leader sought to divest major operations, design new organizations, and manage transitions for 850+ employees across multiple business units—all within months, not years. They chose the Bravanti team at ZRG Consulting Solutions to navigate this complexity with both speed and humanity.

See how we turned organizational complexity into competitive advantage.

[Read the Case Study>>](#)



Layoffs are temporary.
YOUR BRAND IS NOT.

OUTPLACEMENT SOLUTIONS



Schedule your free consultation today

Reputation is Built on How You Let Go

Outplacement Solutions

Every organization faces moments of change—how those moments are handled is what sets great companies apart.

That's the power of modern outplacement. Amidst change and challenge, it protects what matters most: your people and your brand. Done right, it's not just a service. It's a message: we lead with care, even when it's hard.

Our Outplacement & Career Transition services blend high-touch coaching with cutting-edge tools help your people transition into their next chapter quickly, respectfully, and successfully.

From white-glove executive advisory services to large-scale workforce reductions, we help you navigate change with precision and integrity.

Reputation is built in moments like these. Let's make them count.

[Learn More and Schedule a Consultation >>](#)

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