



A **zrg** COMPANY

Talent Insights - November 2025

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

A Message from our CEO



Greetings!

Gratitude offers a powerful pause in a fast-moving world. It centers on what matters most: people, connection, and the leadership behaviors that strengthen both. And the data continues to prove what many leaders intuitively know: appreciation is one of the most reliable drivers of performance, engagement, and retention.

In this month's insights, you'll see what happens when leaders elevate their perspective. From outplacement done right, to coaching that fuels growth, to the power of curiosity in shaping the next era of leadership, you'll see how leaders are investing in their people and choosing care over convenience.

Each story reflects a core belief we hold at Bravanti and ZRG: better human leadership builds better business outcomes.

Thank you for your continued trust and partnership. We're grateful for the work we get to do alongside you—and inspired by the leaders and organizations committed to making work better for everyone.

Igniting Bold Futures,

Susan Gallagher

General
For everyone

11

Statistics on the Benefits of **Gratitude** in the workplace



[See Stats](#)

Why Gratitude Still Matters at Work

Fresh Insights Reveal Why Gratitude Remains One of the Most Effective Leadership Behaviors

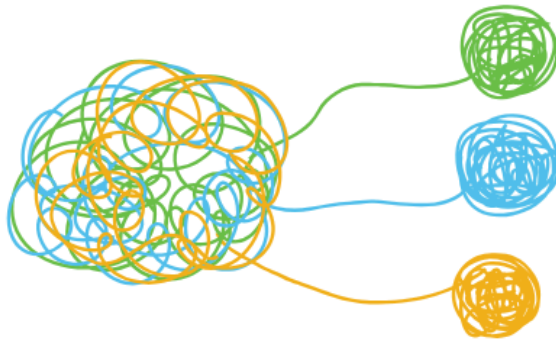
Gratitude has a measurable impact on how people feel, perform, and show up at work.

We've updated this popular piece to share 11 stats that highlight how appreciation is the key to performance, engagement, retention, and so much more.

From all of us at Bravanti, we wish you immense gratitude this holiday season and beyond.

[How Powerful is Gratitude? Find Out! >>](#)

From Chaos to Clarity



How an Outside Perspective Can **Align People, Strategy, and Performance** for **Greater Impact** in 2026 and Beyond

[View Slides](#) →

From Chaos to Clarity

How an Outside Perspective Can Maximize Your Performance

When you're deep in the work, it's hard to see the full picture. An outside perspective cuts through the noise, revealing the patterns, blind spots, and opportunities that shape stronger strategy and sharper execution.

Explore how an external lens can help your organization move from chaos to clarity in 2026 and beyond.


[View Slides >>](#)

Outplacement & Internal Mobility

For those in transition

OUTPLACEMENT & CAREER TRANSITION

Reputation Lives in the Moments No One Plans For.

 [Schedule your free consultation today](#)

Reputation is Built in How You Let Go

Outplacement Solutions

Workforce change rarely arrives with warning. It's sudden. Stressful. Uncomfortable.

And yet, it's in these unplanned moments that an organization's character comes into full view. Employees pay attention, leaders take stock, and the market notices.

That's why organizational outplacement isn't a transactional service; It's a strategic signal that tells your people, your customers, and your future talent who you are when things get hard.

The Bravanti Outplacement & Career Transition Services team at ZRG combines high-touch coaching with proven tools to support individuals at every level — from bespoke advisory for senior executives to large-scale workforce reductions. We help people move forward with clarity and dignity, while helping your organization move forward without leaving damage behind.

In the moments you can't plan for, you can still choose how you lead.

[Learn More >>](#)

Executive Coaching

For your leaders



Curiosity: How its Shaping Leadership Today

Highlights from the 2025 Global Executive Coaches Conference

Curiosity is a powerful, often underestimated force at the heart of leadership. We believe it's a skill, and when fully developed, it separates great leaders from good ones.

Curiosity builds resilience, sharpens perspective, and fuels innovation. And growth rises in direct proportion to curiosity in action.

From our Global Executive Coaching Conference, our coaches share why curiosity isn't just about asking questions, it's about driving outcomes.

We're revolutionizing the world of Executive Coaching. This is how we coach and how we lead.

[Watch Video >>](#)



Individual members of my team are leveraging each other more, [knowing] how and when to partner with each other. Together, we've created a stronger intake process, and we are much faster at bringing forward a validated point of view to the business partners we serve.

As a result, we have **15% to 20% higher productivity, engagement, and morale.**

Director, Change Management
Leading Pharmacy Chain

What Our Clients are Saying

About Executive Coaching

What could your business achieve with 15–20% higher productivity, engagement, and morale? For most, that kind of shift doesn't just achieve goals—it changes futures. It makes the impossible probable and transforms potential into real, tangible outcomes. That's what we do—and we're ready to make that a reality for you, too.

[Learn More >>](#)

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