



A **Zrg** COMPANY

## Talent Insights - December 2025

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

### A Message from our CEO



Greetings!

As we close out the year, many leaders are reflecting on what it took to navigate ongoing complexity and what it will take to drive impact in 2026 and beyond.

One shift is becoming clear: value creation is no longer purely financial. During periods of rapid change, leadership capability and cultural alignment often determine outcomes. This issue opens with Quality of Talent, a rigorous approach to assessing leadership readiness when execution risk is highest.

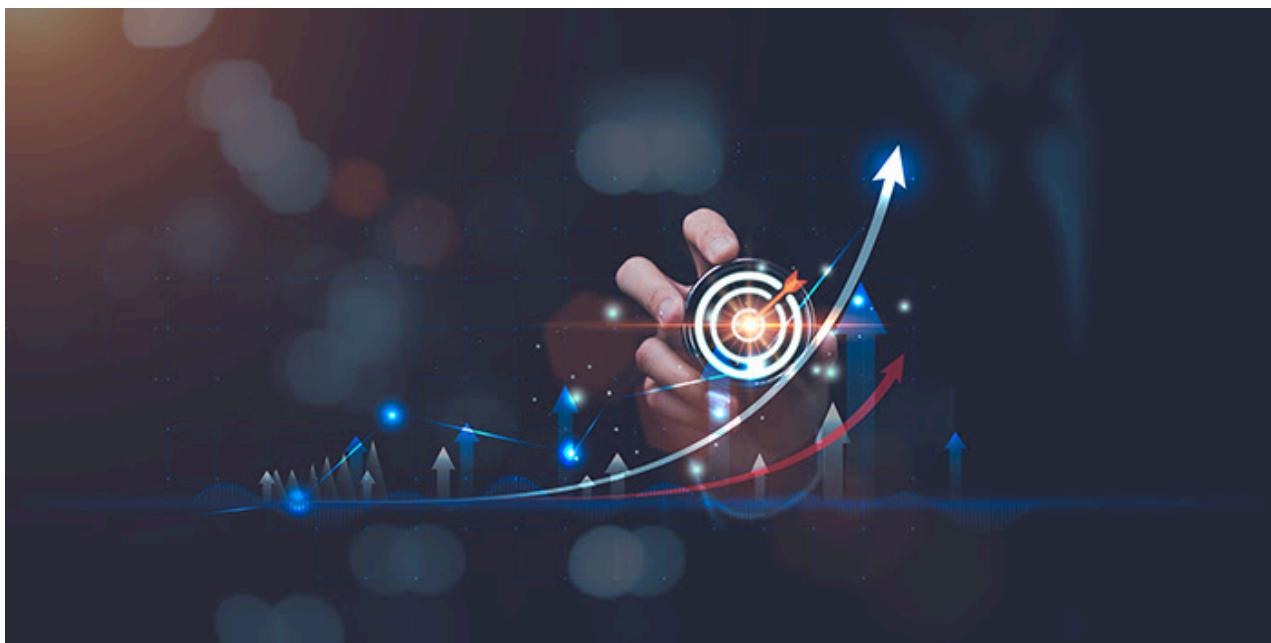
You'll also find insights from:

- HBR's 2025 Global Leadership Development Research on how AI is reshaping leadership development
- A perspective from Jodi Blackwood on the importance of leadership enablement
- Examples of integrated support in action, from global outplacement during large-scale change to the impact of executive coaching on leader performance.

We're energized by the opportunity to help organizations build the leadership capacity and organizational agility required for what's next. We look forward to continuing the work together in the year ahead.

Igniting Bold Futures,

*Susan Gallagher*



## The New Due Diligence Frontier: Leadership

*While financial diligence has long been the priority, the real risk, and value, increasingly lies elsewhere*

In high-stakes moments of change—acquisitions, integrations, rapid growth—financial diligence alone is no longer enough. Increasingly, organizations are discovering that leadership capability, decision behavior, and cultural alignment are what determine whether value compounds or quietly erodes.

In a new article from ZRG's Culture Practice, "Most Leaders Think Value Creation Is Analytical. The Truth Is: It's Psychological," Senior Partner Cindy Yendell explores why culture and human dynamics sit at the center of value creation—and how leaders who understand this gain a measurable edge.

Building on this insight, we've introduced Quality of Talent (QoT): a rigorous, evidence-based approach that evaluates leadership with the same scrutiny traditionally reserved for financials. Designed for moments where execution risk is highest, QoT provides a clear read on whether leaders are truly equipped to deliver on strategy—before missteps become costly.

If your organization is navigating complexity, scale, or pivotal transitions, this perspective is worth your attention.

[Read the article >>](#)

[Explore what's possible with Quality of Talent >>](#)



**Stop Chasing Change.  
Start Building  
for Anything.**



Schedule your free consultation today

## Stop Chasing Change. Start Building for Anything.

*Drive Impact in 2026 & Beyond*

The question isn't what 2026 will bring. The question is: will your organization be ready for anything it does?

At Bravanti, we help you build agility into your organizational DNA with an integrated approach that creates the ecosystem where change becomes your competitive edge. Where every transition strengthens your bench and every challenge builds organizational muscle.

Because the leaders who shape 2026 won't be the ones bracing for impact. They'll be the ones already built for it.

[\*\*Explore the Ways We Help You Build For Anything >>\*\*](#)

# Collective Intelligence: AI + HR Trends

[View Slides](#)

Findings from "2025 Global Leadership Development Research Report"  
by Harvard Business Review

## How Is AI Shaping HR?

5 Insights from HBR's LD Research Report

The gap between what organizations need and what leaders are prepared for is getting louder.

AI is moving fast as the future of work shifts constantly underfoot. The future is messy—nonlinear, cognitively heavy, emotionally charged, and full of contradictions leaders have never faced at this scale.

The latest research from *Harvard Business Review* goes beyond mapping trends, quietly calling out the vulnerabilities that unpreparedness is creating.

These five insights capture the mess (and the opportunity) of leading right now.

[Learn How AI is Shaping the Future of HR >>](#)

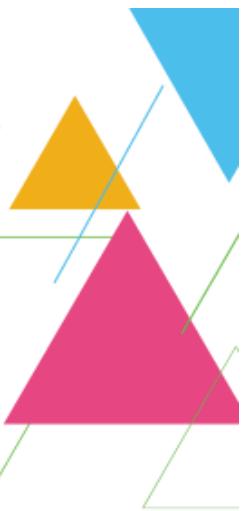
## Outplacement & Internal Mobility

For those in transition



## The Challenge:

A large global hospitality organization needed to implement a consistent, high-touch outplacement program across regions—quickly, at scale, and with clear visibility for HR and leadership during an unprecedented period of disruption.



## The Solution:

### Global Outplacement & Career Transition

Activated a single global partner model with dedicated career coaches, rapid candidate outreach, and centralized reporting—ensuring speed, consistency, and a deeply human experience across all locations.

## The Result:

- 1,200+ individuals supported globally
- Up to 79% engagement in executive transition services
- Seamless delivery across 35 U.S. states and 9 countries

[Read Case Study](#)

## Case Study: Providing a Comprehensive Global Outplacement Program

**Client: Large Global Hospitality Company**

When a global hospitality leader faced sudden, large-scale workforce transitions, they needed more than a vendor—they needed a partner who could move fast, lead with care, and deliver at scale.

Within 48 hours, Bravanti activated a seamless global outplacement program, combining high-touch, dedicated coaching with clear communication and real-time reporting across nine countries.

The result: thousands of individuals supported with dignity, clarity, and momentum—and a client confident their people were guided courageously forward when it mattered most.

[Read Case Study >>](#)

## Executive Coaching

For your leaders

Executive coaching has helped me to reach higher and think bigger, ultimately making me a stronger asset to the firm.

Reaching this next level of work will energize me to think even bigger, to be a stronger leader, spend time on the important work, and not waste resources on less significant tasks.

Marketing Manager  
Global Consulting Firm

## What our Clients are Saying

### *About Executive Coaching*

When leaders think bigger, organizations rise with them.

Executive coaching creates the space, clarity, and confidence to step into a higher level of impact—so your most capable people can focus on the work that truly moves the collective forward.

[Explore Executive Coaching Capabilities >>](#)

**Leadership Development**  
For developing your leaders



## Leadership Development Isn't Enough

### ***Why Enablement Defines the Leaders Who Actually Deliver***

As Jodi Blackwood, Managing Director of Leadership Development, points out in her new article on leadership development and enablement: Many organizations invest in developing leaders' skills, but stop short of creating the conditions for those leaders to apply what they've learned in real time.

True performance comes when learning is paired with real-world activation and accountability, turning potential into momentum. Are you enabling leaders to deliver performance, or just developing them to know what to do?

**[Read the article >>](#)**

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