



Talent Insights - January 2026

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

A Message from our CEO



Greetings, and Happy New Year!

January is a natural moment to reset, but for leaders like you, the work doesn't pause. Strategy, talent decisions, and culture shifts are unfolding in real time, and the organizations that outperform are the ones that treat these as disciplines, not declarations.

This issue reflects that mindset. Consulting Solutions' Sam Rioux, Managing Director in the Business Acceleration practice, reframes strategy as a growth discipline in action, not a static plan. We also take a closer look at workforce response strategies and how organizations can make thoughtful, data-informed talent decisions under pressure, avoiding reactive cuts and instead aligning workforce moves to long-term business priorities.

You'll find a case study on internal mobility, our Executive's Guide to Resilience white paper, and a client perspective on the impact of our Leadership Development work.

Our Consulting Solutions team is energized by the momentum we're building with clients and focused on helping leaders navigate complexity with clarity, confidence, and care for the people who make performance possible.

Igniting Bold Futures,

A handwritten signature of Susan Gallagher in black ink. The signature is written in a cursive, flowing style.



Strategy Isn't a Document

It's a Discipline That Accelerates Growth

If your leadership team can't answer "What is our strategy?" with one voice, it's costing you speed, focus, and results.

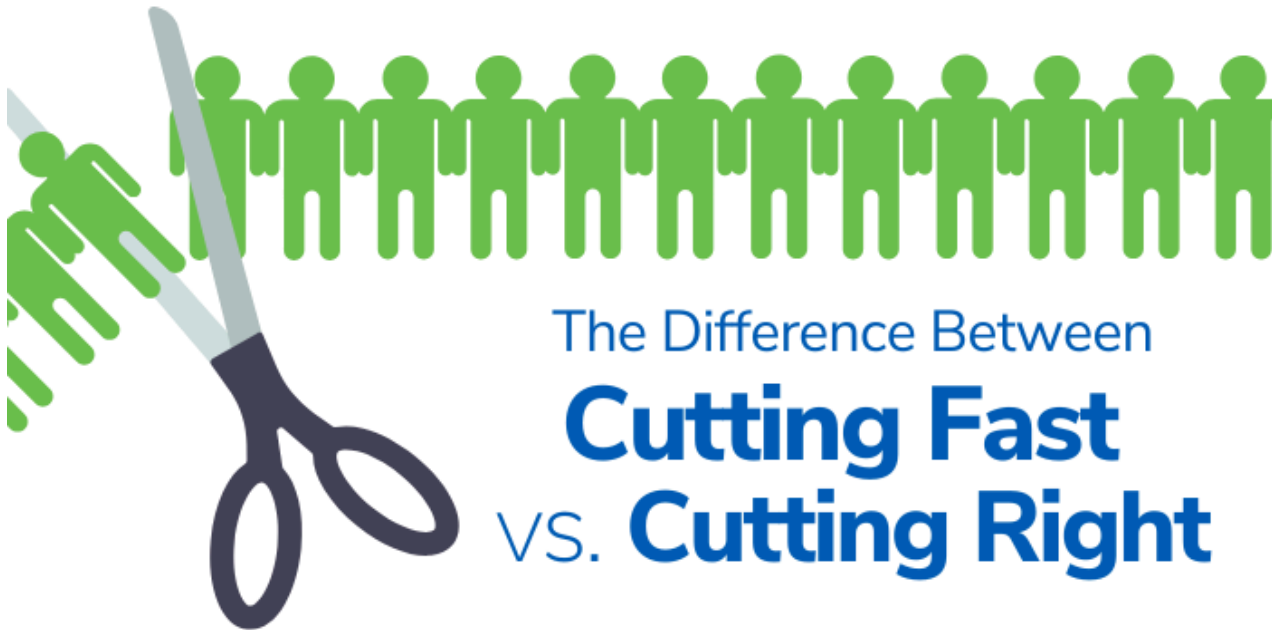
In "Strategy Isn't a Document: It's a Discipline That Accelerates Growth," Sam Rioux, ZRG Consulting Solutions' Managing Director in our Business Acceleration practice, repositions strategy from a document gathering dust to a discipline of bold choices, healthy conflict, and unwavering clarity about what matters most.

When leaders create space for candor and tradeoffs, execution accelerates and teams align. Discover how to turn competing priorities into shared commitment and make strategy the rhythm that drives your growth.

[Read the article >>](#)

Outplacement & Internal Mobility

For those in transition



The Difference Between **Cutting Fast** vs. **Cutting Right**

[View Slides](#) ---->

The Difference Between Cutting Fast vs. Cutting Right

How Workforce Response Strategies Help Businesses Avoid Worst-Case Scenarios

When pressure mounts, many organizations reach for the quickest lever, allowing urgency to become a substitute for clarity. There will always be times when layoffs are necessary, but they shouldn't be the first move.

Workforce response strategies are the precursor to—and the best chance at avoiding—permanent workforce reductions.

Explore the workforce decision path and learn how workforce response strategies create space between the trigger and the tactic, giving leaders clarity that could ultimately turn disruptions into breakthroughs.

[View slides >>](#)

The Challenge:

As branch closures accelerated, a growing financial services firm faced a critical risk: losing experienced, high-potential employees at the very moment the business needed agility, continuity, and trust.

The Solution:

Internal Mobility & Career Transition Coaching

We partnered with employees and HR leaders to reposition talent internally, building confidence, surfacing transferable skills, and guiding individuals into new roles with clarity and purpose.

The Result:

- Reduced hiring, onboarding, and unemployment costs
- Preserved institutional knowledge during critical growth phase
- Retained valued employees while improving engagement and loyalty

[Read Case Study](#)

Case Study: Utilizing Internal Mobility to Retain Talent for Business Success

Client: *Financial Services Firm*

What if your next organizational challenge didn't have to cost you valuable talent, and instead, strengthened them?

When a financial services firm faced branch closures, they faced a critical risk: losing experienced, high-potential employees at the very moment the business needed agility, continuity, and trust. Through internal mobility coaching, our Career Transition & Outplacement team showed the firm how to transform disruption into opportunity.

The results: reduced costs, preserved institutional knowledge, and employees so engaged one declared, "I do not want to work for any other company." This is what's possible with strategic, people-focused change.

[Read Case Study >>](#)

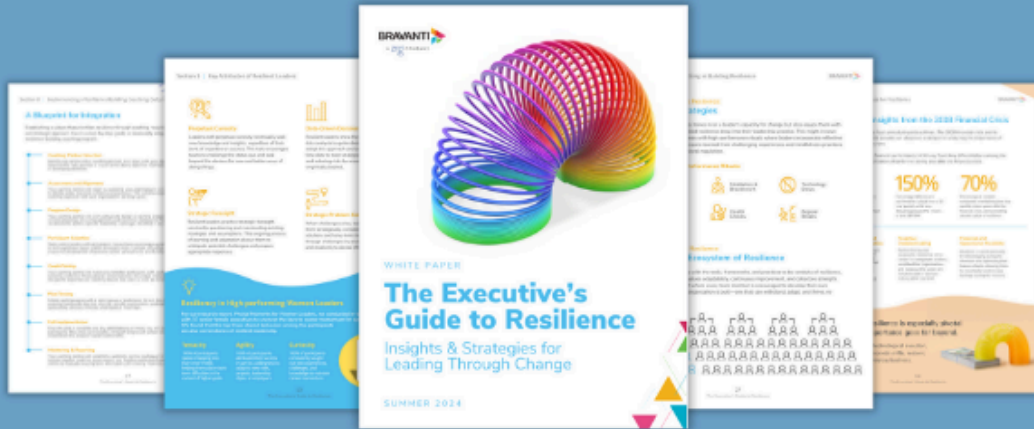
Executive Coaching
For your leaders



The Executive's Guide to Resilience

Your New Year reading list just got better...

DOWNLOAD WHITE PAPER



Your 2026 Reading List Just Got Better

Get your copy now

Change is coming at us faster than ever and it's teaching us a lot about what it means to lead in modern times. But the most important teaching is this: the leaders who thrive are the ones who've built resilience in themselves, their teams, and their organizations.

Inside this comprehensive guide, you'll take a deep dive into resilience, from the 'Resilience Paradox' that requires leaders to embrace contradictory mindsets, to the 'Change Muscle' that can be built using practical frameworks, to the proven resilience coaching strategies and real success stories.

Be the leader your organization needs in 2026.

[Get your guide >>](#)

Leadership Development
For developing your leaders

“**Thank you for believing in me, challenging me to be better** and to ask for more, and helping me to really **solidify my values** by making me think about **what matters most to me and what are the ways I'll 'get there.'**”

You've changed me so much for the better and I am so grateful for that. You rock!”

Partner
Global Consulting Firm

What Our Clients are Saying

About Leadership Development

The most dangerous assumption in leadership? That you've arrived.

Even the most seasoned leaders—Partners, C-suite executives, industry veterans—reach a point where growth requires a mirror, not just a map.

This Partner at a global consulting firm didn't need basic skills. They needed someone to believe in them, challenge them, and help them reconnect with what matters most.

Because the most powerful leaders never stop evolving.

Ready to take your leadership to the next level? Let's talk

[Explore Leadership Development solutions >>](#)

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