



Talent Insights - February 2026

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

A Message from our CEO



Greetings!

This month's newsletter highlights a powerful theme: leadership is the driving force behind every meaningful transformation.

From Amanda Fajak's timely series on AI, autonomy, and culture, to the strategic support our Executive Advisory clients rely on during pivotal career moments, to the coaching skills leaders need to unlock capability in others, each story underscores the same truth: when leaders grow, performance multiplies.

Our client case study shows this in action, too, with rising talent not only developing new skills but shaping culture, engagement, and retention. These outcomes remind us why investing in leaders at every level pays dividends across the organization.

As always, we're proud to support clients who view leadership not as a role, but as a multiplier for the entire business.

Igniting Bold Futures,

Susan Gallagher

General

For everyone



AI, Culture & Leadership

A Three-Part Series on What Really Drives Performance

In this new three-part series, Amanda Fajak, ZRG Consulting Solutions' Global Culture Practice Leader, explores the human and cultural conditions leaders must strengthen for AI to create real impact.

The first article, "Autonomy is the Missing Multiplier in Every AI Transformation," examines why autonomy—clear expectations, trust, and the authority to act—is the critical multiplier behind successful AI adoption.

The second article, "AI Doesn't Fix Culture. It Exposes It," reveals how AI surfaces the cultural dynamics already in place, amplifying strengths or exposing gaps across the organization.

Read parts one and two below, with the concluding article coming soon!

[Read the first article >>](#)

[Read the second article >>](#)

Outplacement & Internal Mobility

For those in transition

I can't say enough about **how fortunate I am** to have had my Bravanti coach.

I was initially skeptical about the need for an outplacement service... Having never used one in the past, I couldn't envision the value the service would bring. In retrospect, I can't imagine trying to navigate this process, especially at this stage in my career, without the services that Bravanti provided.

Vice President, Cyber Solutions
Financial Services

What Our Clients are Saying

About our Executive Advisory Services

When your next move defines your legacy, expertise matters. Executive transitions aren't just about finding a job—they're about strategic positioning, protecting your reputation, and negotiating complex compensation packages.

At this level, the stakes are higher, the networks are tighter, and the margin for error is smaller. Our Executive Advisory coaches understand the unique challenges senior leaders face and provide the confidential, strategic guidance to match.


[Explore Executive Advisory Services >>](#)

Executive Coaching
For your leaders

The best leaders don't have all the answers,

They Ask Better Questions

BUILDING COACHING CAPABILITY

 Schedule your free consultation today

Leadership Isn't About Having All the Answers

Building Coaching Capability

Expertise gets you promoted. Coaching capability determines whether you build capacity or become it. The problem is that most leaders are never taught to coach—so they default to solving, directing, and telling. The work gets done, but capability doesn't compound.

When leaders learn to coach, every conversation becomes a development opportunity. Problems get solved and people get stronger. Leadership impact scales without adding headcount.

Our Building Coaching Capability solution equips leaders to coach with confidence through hands-on learning, practical frameworks, and executive-led coaching.

Ready to build coaching into your leadership DNA?

[Learn more >>](#)

Leadership Development
For developing your leaders

The Challenge:

A leading industrial distributor recognized its growing, diversified workforce needed robust development to equip rising talent with skills and confidence to navigate complex workplace challenges.

The Solution:

Leadership Development Programs

Over two years, we designed and implemented five tailored programs for 220 emerging leaders featuring 360° assessments, dynamic workshops, individual coaching, and peer networking.

The Result:

- 92% retention rate across all 220 participants
- 9.8 average NPS and 47% increase in learning comprehension
- Transformative experiences participants called "life-changing" and "empowering"



[Read Case Study](#)

Case Study: Equipping Rising Talent for Leadership

Client: *Leading Industrial Distributor*

Investing in rising leaders doesn't simply develop skills, it transforms your entire organization's culture.

When a leading industrial distributor partnered with us to equip 220 emerging leaders across five tailored programs, they achieved a remarkable 92% retention rate and participants calling the experience "life-changing" and "unparalleled."

One leader captured it perfectly: "I feel more empowered and supported than ever before in my career."

This is the multiplier effect of strategic leadership development that puts people first.

[Read the full case study >>](#)

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