

Talent Insights - March/April 2026

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

A Message from our CEO



Greetings!

As Bravanti continues to grow our capabilities within the ZRG family, you'll begin to see a refreshed look and feel next month, including a new logo. While our brand expression is evolving, our focus remains unchanged: our commitment to delivering bold impact, unmatched partnership, and measurable results for our clients.

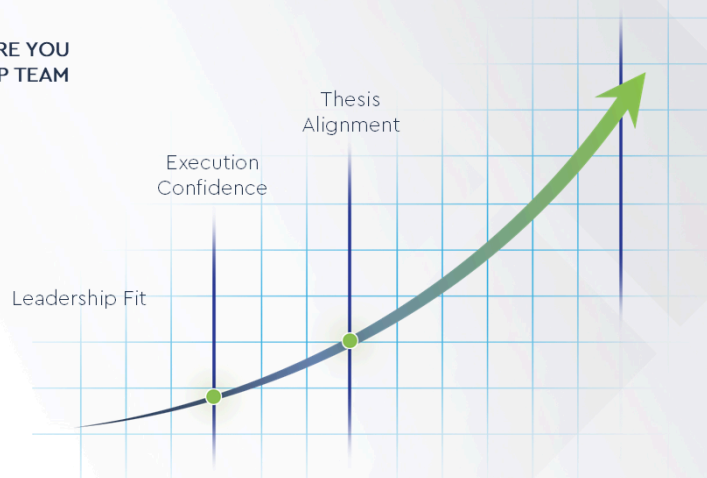
In fact, this new chapter strengthens our ability to do exactly that. Please watch our brand look and feel evolution and share with us in our excitement.

This month's insights highlight what forward-thinking organizations already know: culture, leadership, and capability are the true engines of performance. The graphic below brings this to life, showing how intentional leadership development reduces risk and fuels performance over time.

De-risking the deal

Assess and develop the quality of your leadership team

IMAGINE A WORLD WHERE YOU KNOW YOUR LEADERSHIP TEAM CAN DELIVER.



This month's insights share a single message: performance is built intentionally. Coaching cultures, early leadership development, and a clear view of cybersecurity as a human risk all reinforce how leadership capability drives results.

Thank you for your continued partnership. We're energized for what's next, and excited to help leaders and teams achieve more.

Igniting Bold Futures,

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

Executive Coaching
For your leaders

The Challenge:

A fast-growing cybersecurity and consulting firm had senior leaders with deep expertise — but their instinct to advise was limiting the development of junior talent below them.

The Solution:

Building Coaching Capability Program

Bravanti designed a customized learning journey for 12 senior leaders, building coaching fundamentals through experiential sessions, real-world practice scenarios, and group coaching.

The Result:

- 100% of participants rated coaches as very good or excellent
- Leaders shifted from giving advice to asking better questions
- Junior employees grew more confident and self-sufficient
- Program success drove expansion to additional leader cohorts



[Read Case Study](#) →

Case Study: Building a Coaching Culture to Sustain Growth

Client: Cybersecurity & Consulting Firm

Deep expertise is an asset. It can also be a ceiling, one senior leaders don't always see that they're creating.

For a fast-growing cybersecurity firm, the goal was straightforward: help 12 senior leaders become better coaches to junior talent for faster development. Bravanti designed a learning journey built around real scenarios from their day-to-day, giving leaders a framework to shift from sharing answers to asking questions that drew out the thinking in others.

Leaders left with sharper listening skills, a changed communication style, and a habit of creating space rather than filling it. With the program's success and expansion to other cohorts, it's a testament to how one of the greatest things a leader can do is to create the conditions for others to lead.

[Read the case study >>](#)



Culture & Cyber Security

Why Cyber Security Risk Isn't a Tech Problem. It's a Leadership & Culture Risk.

For CEOs, CHROs, and CISOs under pressure, AI-fuelled threats are accelerating faster than most control environments can adapt.

In her article, Cindy Yendell, Senior Partner, Consulting Solutions' Global Culture Practice, challenges a familiar reflex: adding controls when most breaches still start with human moments under pressure.

Inside the article, explore:

- Why ~80% of breaches involve human behavior, not system failure
- How leadership signals quietly shape cyber risk every day
- The five levers of a Cyber-Aware Culture that turn resilience into advantage

[Read the article >>](#)

Leadership Development
For developing your leaders



Leadership Gaps Don't Appear Late. They're Built Early

Are Your Leaders Actually Ready for Anything?

Your strongest leaders might be hiding your biggest leadership gaps.

In her latest article for ZRG, Jodi Blackwood, Managing Director, Leadership Development, reveals why leadership capability can't be built under pressure, why 75% of development programs fail, and how deliberate investment now generates big wins (not surprises) tomorrow.

[Read blog post >>](#)

One of our original goals was to **build sponsorship in our organization**, and you worked with us to engage our senior executives in the program. **It's been a huge success**, with our participants spending time with top leaders, shadowing them, attending executive-level meetings, conducting joint client calls, completing projects, and receiving coaching.

This sponsorship has been a big change for our company and is **identified as one of our most critical successful outcomes.**

Leadership Development Program Participant
Global Insurance Company

What Our Clients Are Saying

About Leadership Development

Shadow a leader. Sit in the meeting. Take the client call. When it comes to leadership development, some of the greatest progress happens outside of the training and inside of the actual work. We help organizations build that access through executive sponsorship. See what that looks like in practice – learn more about our Leadership Development solutions today.

Structuring that kind of access is where intention either shows up or doesn't.

[Explore Leadership Development Solutions >>](#)

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