



Talent Insights - June 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 theme is clear: performance breaks down when leadership is not aligned to what comes next.

That gap is most visible in CEO succession, where boards often evaluate candidates against past conditions rather than future demands. It is a consistent reason transitions underperform.

The same dynamic shows up in outplacement. Organizations frequently treat it as a transactional moment instead of a strategic one. When handled differently, it accelerates outcomes, protects your brand, and reflects how you lead under pressure.

Culture presents a similar challenge. Effort is rarely the issue. Culture shifts when leaders align behaviors, signals, and systems to drive performance.

Across each of these areas, results come down to leadership accountability in action.

As part of ZRG, we continue to expand how we support leaders through these moments, combining a trusted team with broader capability and deeper insight.

Thank you for your continued partnership.

Igniting Bold Futures,

Susan Gallagher



Why Half of CEO Transitions Fail

Most boards are evaluating succession candidates against conditions that already passed

Half of CEO transitions underperform within 18 months. The reasons boards give — bad timing, unexpected market shifts, a tough hand — rarely hold up under scrutiny.

In Part 1 of ZRG's new succession series, written by Mary Herrmann, Managing Director of Global Executive Coaching, she examines the less comfortable explanation: most boards aren't evaluating succession candidates against the leadership demands ahead. They're evaluating them against the conditions that already passed.

If your board's succession conversation still centers on “who's next?” rather than “who's ready?,” this one's worth a read.

[Read article >>](#)

THE OUTPLACEMENT EFFECT

100%

Would recommend our services to others.

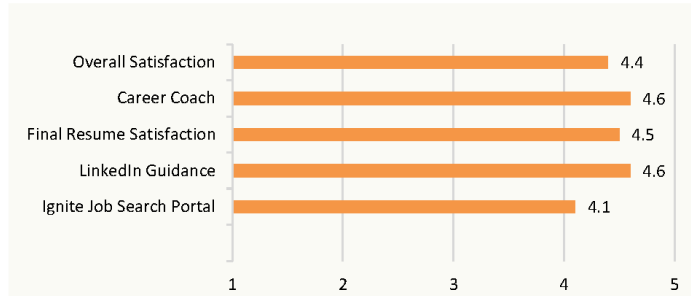
4x faster

Our candidates are landing roles 4 times faster than the market average.

78%

of placed candidates maintained or increased their base salary

Q1 2026 OUTPERFORMING EXPECTATIONS ACROSS THE ENTIRE TRANSITION ECOSYSTEM:



INDUSTRY SECTORS SERVED:



The Outplacement Effect

4x faster landings with stronger outcomes

What does effective outplacement actually deliver? Our latest Outplacement Effect infographic highlights how candidates are moving faster, protecting compensation, and navigating successful career transitions in today's market.

[View The Outplacement Effect >>](#)

General



Activating Culture to Drive Performance

Culture Mindset Lab series

If culture change feels inconsistent or hard to sustain, the issue is rarely effort. It is misalignment between behaviors, leadership signals, and the systems meant to reinforce them.

ZRG's Consulting Solutions' Culture Mindset Lab series was built to challenge that gap head on. Across three interactive sessions, we focus on the moments where culture either accelerates performance or quietly undermines it, with practical ways to turn intent into action.

The first session, *Engagement vs. Behavior: What Really Drives Performance?*, tackled a common misconception: engagement does not drive results. Behavior does.

Upcoming sessions will push further into what leaders often overlook, including the signals they send every day and the systems that either enable execution or create drag.

Because culture does not change through messaging. It changes through what leaders do, reward, and reinforce every day.

[Learn more here >>](#)

Leadership Development

I can't thank you enough for delivering such an *inspiring and impactful* workshop.

The passion and energy you demonstrated throughout was infectious – it kept me engaged during the workshop and left me excited to apply my learnings and hopefully not miss another opportunity!

Senior Director
Large Regional Health System

What our Clients are Saying

About Leadership Development

Leadership workshops have a reputation problem. Most check the right boxes and change nothing. Leaders leave with a workbook, good intentions, and a return to business as usual by Monday.

A Senior Director at a large regional health system walked out of one of our Leadership Development workshops energized and ready to immediately start applying their new skills. That's the ZRG Bravanti difference.

If your organization is ready for leadership development that sticks, let's talk.

[Explore solutions >>](#)

General



We're Evolving!

A reminder on recent changes with the firm

Earlier this spring, we introduced the updated ZRG Bravanti logo, a reflection of who we are today and the strength of the platform supporting our work.

Since joining ZRG Partners in September 2024, our ability to help leaders navigate change and complexity has expanded. You continue to work with the same trusted Bravanti team, with added access to ZRG's global reach and integrated talent solutions.

What this means for you:

- The same advisory partnership and expertise you rely on
- Broader capabilities and deeper insight behind the scenes
- A stronger, long-term partner equipped for increasingly complex leadership and organizational needs

Our look has evolved. Our commitment has only strengthened. We remain focused on delivering practical guidance, honest perspective, and outcomes that drive results.

If you would like to discuss what this means for your organization, we welcome the conversation.



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Our mailing address is:

ZRG Bravanti
[222 N. LaSalle St.](#)
Suite 760
Chicago, IL 60601