

Courageous Leadership

One Company's Next-Gen Leaders and How They Arrived

A cohort at a major global brand participated in a Bravanti Executive Coaching program. At the outset, the client sought to provide 12 high-potential individuals with the tools and skills they needed to advance to leadership positions. To prove a return on this investment, we helped the company identify both tangible and intangible desired outcomes for foolproof ROI tracking. Here's what that looked like...

What was the coaching goal?

Prepare high-potential program participants for promotion to General Manager

What was the approach?



Individual coaching to supplement and bring learning to life



Assessment & key stakeholder feedback interviews



Speaker series on leadership, strategy, execution and talent



Leadership development on defined leadership expectations

What were the results?

50%

of participants promoted to General Manager

What were key outcomes among participants?

Developed **action-oriented mindsets** that improved productivity & efficiency

Challenged the **"old way" of doing things**, leading to new processes and fresh approaches

Built resilience and learned techniques to maintain composure during challenging times

Became **more authentic leaders**, being more true to themselves, sharing humor and personalities more freely

Cultivated a **culture of continuous learning**

Increased the collective importance placed on **talent proficiency** and the need to grow and develop people

Adopted **new approaches to growing and nurturing talent** with an emphasis on empowering the right people to make the right decisions

Helped participants uncover **key leadership skills gaps**

Whole-company thinking & greater integration with other functions

[Read the full case study at bravanti.com](http://bravanti.com)

Bravanti Executive Coaching Services

Bravanti offers executive coaching services around the world with a highly credentialed cadre of 200 executive coaches and leadership development experts, many with significant experience as business executives. Our proprietary methodology offers clients a calculated return on the investment they make in their leaders.

For more information on our Executive Coaching services, visit our website or contact us directly at info@bravanti.com.