



## Talent Insights - April 2021

The latest on high-impact, high-quality coaching,  
leadership acceleration, and career transition



 **Taking the Lead Shortcast**  
New Episode Out Now

**Creating a Culture of  
Diversity, Equity,  
& Inclusion**

**Tanya S. Blackmon**  
EVP & Chief Diversity, Inclusion, & Equity Officer  
Novant Health

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### **Taking the Lead Shortcast with Tanya S. Blackmon: Creating a Culture of Diversity, Equity, & Inclusion**

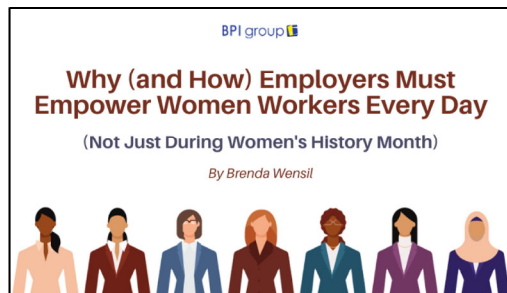
[Listening Time: < 9 mins] You'd be hard-pressed to find a company without some form of #DEI initiative these days, but initiatives aren't


enough. In our latest Taking the Lead shortcast, **Tanya S. Blackmon, EVP & Chief Diversity, Inclusion, & Equity Officer at Novant Health**, shares how organizations can go beyond “checking the box” to actually building a culture of diversity, equity, and inclusion. [Listen Now >>](#)

### **Women in the Workplace: Empowering Them Every Day**

It's important to reflect on how we carry this spirit forward in the workplace—not just in March, but every single day. As Brenda Wensil shares in her latest article, there are many ways employers can support women workers every day—and even more reasons why doing so is good for business.


[Read Article + Infographic >>](#)



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**Why (and How) Employers Must  
Empower Women Workers Every Day**  
(Not Just During Women's History Month)

By Brenda Wensil



When "Shelter in Job" isn't an option,  
Outplacement Services Bridge the Gap

## When "Shelter in Job" Isn't an Option, Outplacement Services Bridge the Gap

LinkedIn's recent Workforce Confidence Index showed that 74% of workers are taking cautious career paths by staying in their current roles for reasons that amount

to "sheltering in job." With layoffs and workforce restructuring, this isn't always possible, but outplacement services help to bridge the gap. [Read Article >>](#)

### Journeys in Leadership Video Series: Episodes 4 & 5



**Episode 4 - The Leader Who Listens:** Psychological safety is a key quality found in the world's top-performing teams, and one of the best ways to build psychological safety is through generous listening. In our latest episode, **BPI group Executive Coach Linda Curtis** shares how leaders can foster trust and respect in all of their interactions through generous listening.

**Episode 5 - Creating an Authentic Environment Where All Voices are Heard:** How can leaders create an inclusive environment where colleagues feel safe to voice their opinions and thoughts? **BPI group Executive Coach Karen Goins** shares three tips that leaders can use to establish open team dialogues that honor and embrace differences.



[Watch the Videos >>](#)

### What our Clients are Saying

Providing your transitioning employees with best-in-class career coaching, resources, and tools can mean the difference between a difficult job transition and a strategic career opportunity. [Learn more about our outplacement services.](#)

“

I want to express my heartfelt gratitude for all your support during my transition. BPI group **made a difficult transition much easier** by providing me **meaningful tools and resources** to help me prepare for that next great role.

**Your coaching, wisdom, insights, and networking help were invaluable in helping me move forward.**

Director, Talent Management



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