



Talent Insights - February 2022

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

A Message from our President & CEO



2022 is well underway! We are excited to share our thoughts on helping leaders and their teams brave the continued uncertainty in our world. Businesses need courageous leadership, and in this issue of "Talent Insights," you'll find plenty of inspiration. During Black History Month, we take note of inclusion as a cultural imperative that must be practiced year-round. Below you'll find some great content related to building diverse leadership pipelines

and creating a culture of inclusion, along with reflections on talent mobility as a key to retaining valued talent in a hyper-competitive talent environment. We are focused on impact, and we hope our insights are helpful to you as you move forward into 2022.

Igniting bold futures,

A handwritten signature in black ink that reads "Susan Gallagher". The script is fluid and cursive, with a large, stylized 'S' and 'G'.

How to Build a Diverse Leadership Pipeline

What You Need to Know to Tap into the Potential of Your Diverse Candidate Pools



How to Build a Diverse Leadership Pipeline

Inclusive Coaching and Development for High-Potentials

In addition to advancing inclusivity as a cultural imperative, leadership diversity gives businesses a competitive advantage. A recent McKinsey study revealed that companies in the top quartile for ethnic/cultural diversity on executive teams were 33% more likely to have industry-leading profitability. But committing to diversity is easier said than done, with many businesses finding the path is more complex and challenging than anticipated. Our experts have put together nine things to help you kickstart or revamp your leadership diversity initiatives. [View Slides >>](#)



Creating A Culture of Diversity, Equity, and Inclusion

A conversation with Tanya S. Blackmon, EVP & Chief Diversity, Inclusion, and Equity Officer at Novant Health

True diversity, equity, and inclusion comes from creating a culture that reflects those values at every level—an achievement that requires an executive-level commitment of time, budget, and resources. Jill Flynn, Managing Director, Leadership Acceleration, for Bravanti, sits down with **Tanya S. Blackmon of Novant Health** to discuss how Tanya has led the charge to create a culture of diversity, equity, and inclusion at Novant Health.

[Listen Now >>](#)



2021

Executive Employment Trends Annual Report

Executive Employment Trends: 2021 Annual Report

The numbers show an uptick in salaries and opportunities for transitioning executives in 2021

Our annual report on executive employment trends is here! The numbers show transitioning executives receiving higher-quality, higher-volume, and higher-salary offers in a hyper-competitive market. Download the report for our findings on landing times, compensation, and more! [Download Report >>](#)

Setting the Tone for 2022



Set the Tone for 2022

Kick off 2022 with a strong start

As we enter a new year, we're presented with the opportunity to set the right tone for success. We've gathered six tips for getting off to a strong start in 2022. [View Slides >>](#)



Bravanti's Top Talent Development Reads of 2021

Articles, videos, checklists, and more

We all needed some support to get through the whirlwind that was 2021 and we hope Bravanti was able to provide that for you! From communication checklists to leadership videos to a broad range of talent development articles, you're sure to find something helpful. [View Resources >>](#)



Healthy Leadership + Healthy Team = Healthy ROI

Case Study Video

Team optimization coaching is a game-changer for executive teams. It brings the high-impact results of one-on-one coaching into the greater team, helping to improve team dynamics, trust, partnership, and individual self-awareness. For just one of our clients, team optimization coaching resulted in a \$14.2 million return on investment. [Check out the Video >>](#)



BRAVANTI

Internal Mobility in the Age of Attrition

Improving Retention Through Career Transparency

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Improving Retention Through Career Transparency

U.S. employers are spending \$2.9 million per day searching for replacement workers. Internal mobility diminishes the time and money spent looking to fill and onboard a position, and as research shows, produces better outcomes. Bravanti's **Mark Rossi** reveals how internal mobility has grown from a way to minimize workforce reductions to a solution for today's attrition problem. [Read More >>](#)



"The coaching and guidance I received from my coach were **vital in my subsequent success finding employment.** She not only provided valuable insight and explanation; she demonstrated **genuine interest** in making sure my success was realized.

I would recommend without hesitation!"

IT Director

What Our Clients Are Saying

Learn Firsthand What It's Like to Work With Bravanti



Workplace Burnout

How to Spot It and What to Do about It



Make it a Burnout-Free 2022

More than 50% of workers suffered from burnout in 2021

Burnout was a common challenge pre-COVID but as we head into our third year of the pandemic, burnout is pervasive. But what are the causes? What are the symptoms? And how can we overcome it? Let us help you get back on track for a burnout-free 2022. [Read](#)

[Article >>](#)

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