



## Talent Insights - March 2022

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

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### A Message from our President & CEO



Greetings! During Women's History Month, we celebrate professional women everywhere and we salute organizations who develop their women leaders and all underrepresented groups. This month's "Talent Insights" offers tips to help women take center stage in their careers. We also offer rich thought leadership that drives impact, ranging from integrating coaching into your leadership style, engagement and talent retention strategies, and executive employment trends. What actions are you or your organization taking to develop and retain all your talent? Reach out and let us know your success stories! Or challenges. The world gets better when we have more inclusive leaders.

Igniting bold futures,

*Susan Gallagher*



## Increasing Retention, Engagement & Advancement of Leaders Within Underrepresented Groups

### *Case Study Video*

In a tight talent market, a global tax firm was losing top talent among underrepresented groups, and they had done very little at the systemic level to prepare these groups for the leadership pipeline. With 360-degree feedback, one-on-one coaching, peer group coaching, and skills clinics, the client improved focus on retention and advancement of underrepresented groups within its leadership pipelines. [Learn How >>](#)

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# Break Your Own Rules, Part 1: Take Center Stage

*Series: [Thinking Patterns that Hold Women Leaders Back \(and What to Do About Them\)](#)*

As women, we face many challenges throughout our careers. We can't fix all of them but there are many we can. In this six-part series, Bravanti's Jill Flynn and Kathryn Heath reveal the Old Rules, or limiting beliefs and assumptions, that prevent many women leaders from achieving the level of success they're destined to reach, and the New Rules that they should adopt instead.

In Part One, Flynn and Heath examine the Old Rule of Focusing on Others. Women often find it natural to focus their attention on helping others succeed instead of nurturing their own success. This article analyzes the various limiting beliefs that lead women to focus more on others' success and offers actionable steps needed to take center stage.

[Read Article >>](#)

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## How to Integrate Coaching into Your Leadership Style

**BRAVANTI** 

## How to Integrate Coaching Into Your Leadership Style

*Coaching is the go-to tool for high-performing teams around the world*

When it comes to leadership styles, the most successful leaders strike the balance between managing and coaching. We've put together seven tips to help you strike that balance and lead through coaching. [View Slides >>](#)

"This program is second to none: real-world experience and contemporary research supporting the value in **promoting and developing women**."

The team received **outstanding compliments** from both the women and men participants scoring over **92% favorable rating** from all participants on the value added to the program.

Reliable, credible, fun, engaging and outcome-oriented, it was a key foundational component of our program's success."

Leading Regional Healthcare System  
Leadership Acceleration Program Participant

## Support the Advancement of Your Women Leaders

***Developing them can be fun and engaging***

Advancing and developing women leaders shouldn't be a tiresome or boring task. It can (and we believe it should) be a fun, engaging, outcome-oriented element of your day-to-day culture. Our use-case example of a global professional services firm that successfully addressed attrition of its high-talent women leaders illustrates how programs can inform, engage, and inspire all participants, men and women. [Learn More >>](#)

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Episode 8:

## Shared Success

with Mike Broscio



### Video: Momentum, Episode 8: Shared Success

*With Career Coach Mike Broscio, CMF*

What role does shared success play in talent retention? Bravanti's Q5 Shared Success framework is based on the idea that if the needs of both the individual and the organization are being met, success is sure to follow. Mike Broscio shares how understanding your employee's needs and offers, as well as your organization's needs and offers, then finding alignment between these, can be key to retention in hyper-competitive talent markets. [Duration: 4:38] [Watch Now >>](#)

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# Executive Employment Trends: 2021 Annual Report

*Landing times, compensation trends, and more*

What impact did the Great Resignation have on executive employment trends in 2021? While much of the resignations came from mid-level managers and below, there was still plenty of career movement among the senior ranks. By the end of the year, companies were paying more for expertise, with executives often receiving multiple offers and maximizing their career transition coaching to land the best fit and compensation for their next role. Download the report for more insights. [Download Report >>](#)

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