



Talent Insights - April 2022

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

A Message from our President & CEO



Greetings!

I hope Spring has sprung wherever you are! Spring brings a fresh outlook and renewed perspective on the future. There is so much going on in today's talent market that requires new perspectives. Leaders seek to develop and retain their people, nurture inclusive cultures, and ensure that women and historically marginalized groups are represented in their leadership pipelines. Don't miss our

powerful new study about the impact and return on executive coaching. Our research shows how leaders and executive teams can achieve their performance goals while also generating remarkable results for their organizations through executive coaching and team optimization. Also in this issue are reflections for senior executives seeking a "next act" in their careers; advice from our women's leadership experts on changing thinking patterns; and tips for how the brain works during interviews. Enjoy!

Igniting bold futures,

Susan Gallagher

Beyond Retirement

Career Alternatives for
Transitioning Executives



Beyond Retirement

Career Alternatives for Transitioning Executives

A growing number of retirement age executives are seeking alternative options to the traditional retirement route. If you aren't quite ready for retirement, check out our list of career alternatives to help you design a meaningful second act. [View Slides >>](#)



Research Study

Executive Coaching Impact & Return



Executive Coaching Research: Impact & Return

How leaders and companies realize millions by using Executive Coaching

Bravanti has coached thousands of business leaders over the years, guiding them in developing their strengths, becoming more effective team leaders, inspiring their people and organizations with visionary leadership, and taking their business performance to the next level.

We consistently receive feedback from clients that executive coaching helps leaders and their organizations succeed, with tangible returns on investment and powerful impact to the bottom line. We wanted to find out precisely why and how coaching was having an impact, so we conducted a global study of 100 senior executives, from a wide range of industries, whom we coached between 2015 and 2020. The results showed powerful impact on individuals coached, the teams they led, and their organizations as a whole.

[Download Full Study >>](#)



Break Your Own Rules, Part 2: Proceed Until Apprehended

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

Being assertive and having the presence to stand up and lead with confidence requires courage. The women we work with every day strive to find the right balance between being too deferential and too aggressive. In Part 2 of our series, Bravanti's Jill Flynn and Kathryn Heath dive into the Old Rule of "Seeking Approval" and how women leaders can rethink their roles to be more assertive and confident in their decision making.

This six-part series examines 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. [Read Part 2 >>](#)

NEW SERIES!

Talent Tips

Tips & Insights from Bravanti Experts

Tapping into Brain Science to Ace Your Next Interview

By Joan Olson

Bravanti Talent Tips

Tapping into Brain Science to Ace Your Next Interview

We're excited to introduce Bravanti Talent Tips, a new series from our talent experts. Topics range from career coaching to leadership development to executive coaching. Follow us on [LinkedIn](#) to be the first to read them!

We're kicking off the program with an expert tip from Joan Olson on leveraging brain science to ace your next interview. [Get the Tip >>](#)

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