

# Healthy Leadership + Healthy Team = Healthy ROI

## THE CONTEXT

The client was undergoing a significant culture change and business transformation.

The new CEO sought to equip his direct line reports with coaching resources as they led the organization's change initiatives.

He also saw the need for team optimization to help the team adapt to the changes and develop healthier team dynamics.

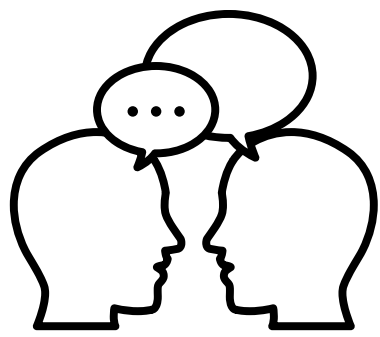
## THE CLIENT

- Subsidiary of largest customer-owned health insurance company in U.S.
- 1,100 employees

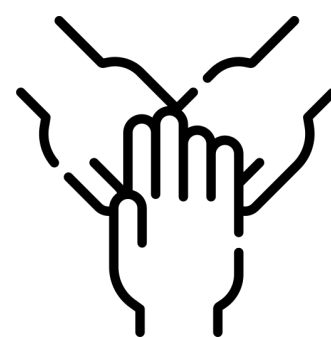
## THE PROJECT

- Individual Executive Coaching for 9 leaders
- Executive Team Optimization Coaching

## THE APPROACH



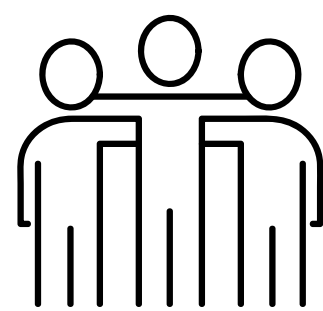
Develop self-awareness and effective communication techniques



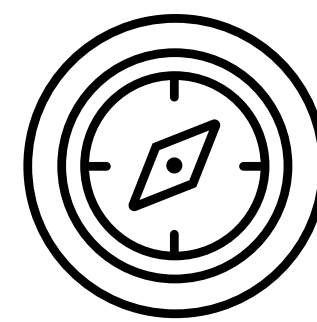
Mitigate silos, foster alignment, and build greater sense of partnership and collaboration



Understand the value of healthy conflict and challenging the status quo



Build trust through breaking down personal barriers, connecting and being more open with each other



Re-focusing on strategic goals at the individual, team, and organizational levels

## THE RESULTS

**\$14.2 Million**

Client's estimation of coaching program ROI

**\$7 Million**

Cost reallocation as a result of coaching program

**90%**

Participants who said team dynamics improved by a "great" or "very great" extent

**Read the full case study →**

For more information on our Executive Coaching services, [visit our website](#) or contact us directly at [info@bravanti.com](mailto:info@bravanti.com).