



Talent Insights - May 2022

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

A Message from our President & CEO



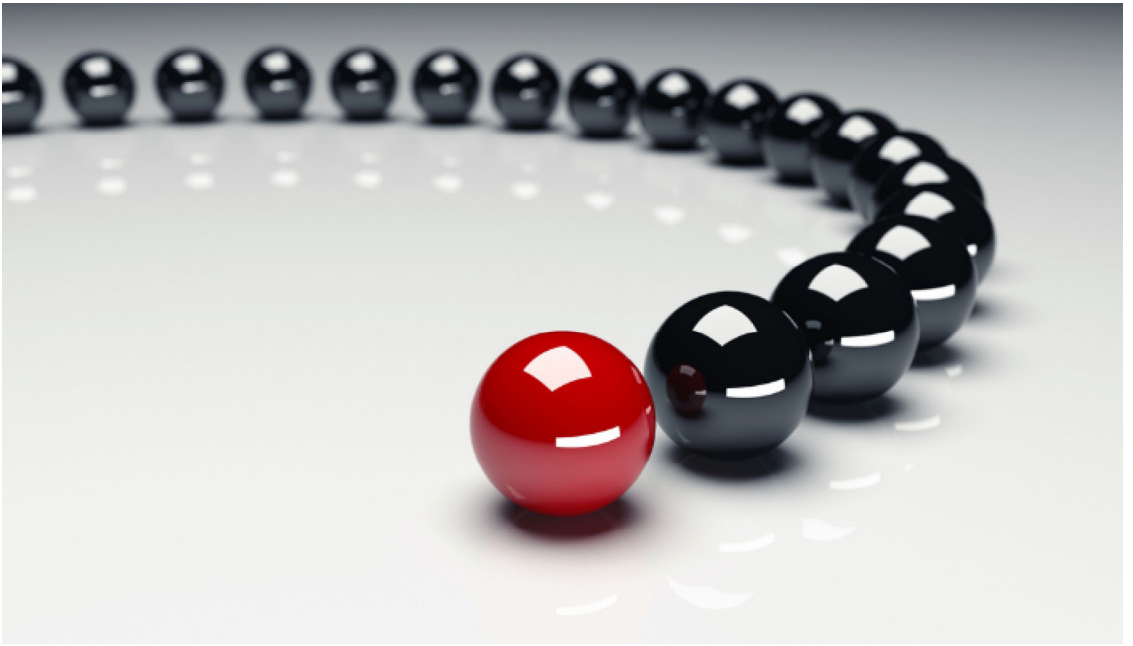
Greetings!

As we head into the summer months, we pause to reflect on the year to date and what's coming in the second half. Leaders and their teams continue to seek ways to make an impact, both in their organizations and in the changing world around them. In this issue of "Talent Insights," we're excited to announce a new forthcoming book by two of our women's leadership experts; our insightful report on the powerful ROI of executive coaching; a quarterly trends study on

executive career transitions; and much more. And don't miss the Talent Tips on change readiness and inclusive meetings. We'd love to hear from you on your own challenges and aspirations for the rest of 2022!

Igniting bold futures

Susan Gallagher



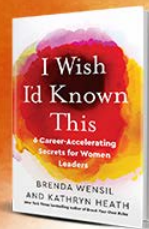
How Leaders and Companies Realize Millions by Using Executive Coaching

Executive Coaching Research: Impact and Return

Executive coaching is a \$20 billion industry and growing exponentially. More and more leaders, boards, and organizations are realizing the powerful and lasting impact coaching can have on culture, innovation, productivity, collaboration, and more – all contributing to the organization’s success.

Last year, our Executive Coaching practice conducted a global study of 100 senior executives we coached between 2015 and 2020, to identify why and how coaching was having an impact in their organizations. The results were clear: executive coaching works. [See Results >>](#)

The world will be
a better place with
more women
leaders.



Something Big Is Coming . . .

August 2022

At Bravanti, we passionately believe in our mission to advance women's leadership, and so do our clients. As part of this mission, **we're excited to announce our upcoming book *I Wish I'd Known This: 6 Career-Accelerating Secrets for Women Leaders***, written by Bravanti Managing Directors Brenda Wensil and Kathryn Heath, PhD, launching in August. As the launch date nears, we'll keep you updated on pre-order opportunities, live events, and other elements of the launch. Stay tuned!



Executive Employment Trends Quarterly Report: Q1 2022

Key findings: Increases in retirement rates and networking as job source, decreases in overall landing times

The U.S. job market continues to shift dramatically. The unemployment rate is back to pre-pandemic levels and the “Great Reevaluation” continues to drive career movement at all levels. We found surprising, positive changes in the executive transition sector in Q1 2022. Download our latest Executive Employment Trends Report for our key findings. [_](#)

[View the Report >>](#)



Journeys in Leadership

A Video Series on Executive Coaching

Episode 13:

Psychological Safety

with Dr. Howard Leifman

Video: Journeys in Leadership, Episode 13: Psychological Safety

With Executive Coach Dr. Howard Leifman

There are many benefits to creating environments of psychological safety, including the facilitation of better dialogues among employees, stronger problem-solving capabilities, and a space where all individuals can feel part of the whole.

In episode 13 of the Journeys in Leadership video series, Dr. Howard Leifman discusses what psychological safety is and how you can create environments of psychological safety in your organization. [Duration: 3:09] [Watch Now >>](#)

NEW SERIES!

Talent Tips

Tips & Insights from Bravanti Experts

Assess Your Readiness for Change

By Brenda Wensil

Create an Inclusive Meeting Culture

By Kathryn Heath, PhD
and Brenda Wensil

Bravanti Talent Tips

What you've missed: Assess your readiness for change & Create an inclusive meeting culture

If you aren't following us on [LinkedIn](#), you might have missed our recent tips!

Assess Your Readiness for Change by Brenda Wensil – Before you undertake any kind of change initiative, it's important to take stock of your workplace culture and how the values, norms, and behaviors will either help or hinder that effort. Gather your leaders and have a candid conversation around these six questions. [Read Talent Tip >>](#)

Create an Inclusive Meeting Culture by Kathryn Heath, PhD, and Brenda Wensil – Meetings are a microcosm of your company culture. It's where culture forms, grows, and takes hold. So, if your goal is to create a culture of inclusivity, meetings are a good place to start. Here are some tips to get you going. [Read Talent Tip >>](#)



Episode 9:
Employer Brand

with Ann Morris



VIDEO: Momentum, Episode 9: Employer Brand

With Ann Morris, Managing Director, Marketing

The first few months of 2022 have continued the trends of low unemployment, disruptive technologies, and constant change. This environment makes maintaining your employer brand imperative to attracting and retaining top talent. In the latest episode of the Momentum video series, Bravanti Managing Director, Marketing Ann Morris shares what employees look for in companies with a positive employer brand, and what you can do to be one of those brands. [Duration: 1:44] [Watch Now >>](#)



Break Your Own Rules Series, Part 3 & 4

Projecting Personal Power & Being Politically Savvy

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.

In Part 3 of the Break Your Own Rules series, Jill Flynn and Kathryn Heath unwind the self-limiting beliefs that cause women to distance themselves from projecting personal power at work, and how to adjust your thinking and dial up your comfort level to feel at home in a position of power and authority. [Read Part 3 >>](#)

In Part 4 of the series, the authors demonstrate how to build your career as if you are running for office—creating a platform, lining up sponsors, putting a coalition together—and how do it over and over again as your career goals change. [Read Part 4 >>](#)

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