

Talent Insights - November 2022

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

A Message from our President & CEO



Greetings!

Well, here we are all leading our organizations into the 2022 year-end. As much as there is going on around the world, I think most of us are focused on the same things; moving our teams forward, focusing on what we can impact, and on creating value for our teams and shareholders. Whether it's retaining top talent, motivating teams, or aligning goals toward year end and next year's challenges, this issue

is packed with expert knowledge that provides actionable ideas for impact. Here are a few highlights:

- In our latest podcast episode, Mary Herrmann sits down with Sedgwick's Michelle Hay, Global Chief People Officer, and Joshua Smith, Global Head of Talent, for an insightful conversation about how connection and culture add to their employee experience.
- Turning to our own rejuvenation, "You're Leading Others, But Are You Leading Yourself?" shares tips from our expert executive coaches on how leaders can take the time to check in on themselves. What do you do to put that focus back on yourself?
- Our blog "Recession Proof Your 2023 Talent Strategy" provides tips to capitalize on change and protect your organization from whatever 2023 may bring.

And there's so much more! I hope you find this information useful.

Igniting bold futures,

Susan Gallagher

Executive Coaching

For leaders and teams

 **Taking the Lead Podcast**
New Episode Out Now

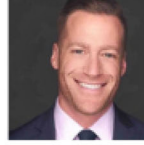
Culture & Connection

Optimizing the Employee Experience for Impact & Growth

BRAVANTI 



Michelle Hay
Global Chief People Officer
Sedgwick



Joshua Smith
Global Head of Talent
Sedgwick



Mary Herrmann
Managing Director, Global
Executive Coaching
Bravanti

Taking the Lead: Culture & Connection

Optimizing the Employee Experience for Impact & Growth with Michelle Hay and Joshua Smith of Sedgwick

Attracting and retaining top talent is a key driver in organizational success, but how do you integrate this into the core of your employer brand? At Sedgwick, the focus is on connection.

Bravanti's Managing Director, Global Executive Coaching Mary Herrmann recently spoke with Sedgwick's Michelle Hay, Global Chief People Officer, and Joshua Smith, Global Head of Talent, to discuss connection and the role it plays in optimizing the Sedgwick employee experience.

[Listen Now >>](#)



What is Executive Coaching? Benefits & Examples

The Ultimate Guide to Executive Coaching

Executive coaching has been a go-to tool for high-performing organizations for decades, and now that tool is being applied in new and innovative ways to accelerate growth in leaders and teams.

Learn everything you need to know about executive coaching, from what it is, what the benefits are, and who it's for, to examples of how it can help individuals and teams overcome even the toughest of challenges.

[Read Blog Post >>](#)



You're Leading Others, But How Are You Leading Yourself?

Tips from Master Coaches on How to Effectively Lead Yourself

Our primary focus as leaders is most often on leading and motivating our teams. Keeping team members engaged, working toward an aligned set of goals, and sustaining an inclusive, balanced culture are all imperatives for a leader.

But while leaders have a responsibility to lead others, they have an even greater responsibility to lead themselves. As the saying goes, you must put your own oxygen mask on first before helping others.

Check out these tips for leading yourself and contact us today to learn how an #executivecoach can help you do just that.

[View Slides >>](#)

Leadership Acceleration

For developing your leaders



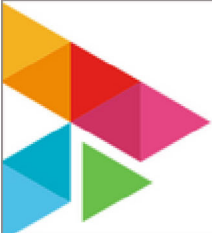
How To Hire the Right Person

Interview for Authority Magazine with Brenda Wensil

When a company is looking to grow, the choice of who to hire can be an almost existential question. The right hire can dramatically grow a company, while the wrong hire could be harmful to morale and growth. How can you know you are hiring the right person?

In her latest interview with Authority Magazine, Brenda shares her techniques for identifying top talent in the hiring process and red flags that get her attention.

[Read Interview >>](#)



Ignite a bold future for yourself,
your employees, and your organization.

Follow us on [LinkedIn](#)



Outplacement & Career Transition

For those in transition



Recession Proof Your 2023 Talent Strategy

8 Best Practices to Prepare for the Unknown

The last several years have proven difficult on so many levels, and with the growing potential threat of a global recession in the next 6-12 months, those challenges show no signs of slowing.

But as the saying goes, with change comes ample opportunity. Organizations are becoming more flexible, innovative, and responsive than ever before, and preparing for change ahead of time can position you to meet change with solutions that work.

Read our latest blog post to learn eight ways to build a talent strategy that capitalizes on change and protects your organization—and your workforce—from whatever 2023 may bring.

[Read Blog Post>>](#)

General

For your organization

HR's Role in Business Continuity

How HR Can Help Organizations Thrive in Times of Change

[View Slides](#)

How HR Can Help Organizations Thrive in Times of Change

When it comes to business continuity planning, HR leaders play a unique role. They offer data and insights on the most important component of any organization: its people.

This positions HR as a critical player and integral resource in maintaining or restarting business operations during challenging times. But what does HR's role in business continuity look like? And how does it help? Check out these slides for six ways that HR supports business continuity efforts.

[View Slides >>](#)

Before Communication:

Follow these steps to lay the ground for an effective communication campaign:

Identify Messaging Goals

Consider Your Stakeholders

The Leader's Quick Guide to Change Communications

Craft Clear & Concise Messaging

Communications should have a clear message with no room for misinterpretation.

Coordinate Message Dissemination

Deliver information to the appropriate stakeholder groups in a sequential manner, prioritizing groups who are most negatively impacted.

Free Checklist

Understand the Impact

Identify the impact to the individual

Prepare to Answer Questions

The Leader's Quick Guide to Change Communications

Free Checklist Download

Business leaders today are faced with more complexities than ever. Change can take so many forms – from furloughs and layoffs to a full-employment market, and everything in between. With the continued uncertainty in global, national, and local markets, communication skills have never been more critical.

Communicating change, in particular, requires a certain set of skills that need honing and practice from time to time. Download this free checklist to plan and execute your change communications flawlessly.

[Download Checklist >>](#)



Copyright © 2022, All rights reserved.

Our mailing address is:

Bravanti
181 W. Madison St.
Suite 3700
Chicago, IL 60602