



Talent Insights - December 2022

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

A Message from our President & CEO



Greetings and Happy December!

At a time of year when we look back at what we've accomplished, it's so important to also look forward, envisioning where we want to be and strategically thinking about how we'll get there. This month's newsletter can help you do that because it's all about strategies to help you, your leaders, and your organization achieve success.

At Bravanti, we strive for impact, whether that be through coaching and developing your leaders and teams, accelerating new leaders into their roles, or helping you retain top talent for business success – which are all important topics discussed in this issue.

As you read through this month's newsletter, think of how your organization and teams are aligned on your goals for the coming year. How might your leaders gain momentum to thrive? Is your organization doing everything it can to not only retain its top performers but to help them develop, which will add even more success to your organization's bottom line?

I hope you enjoy this issue and gain some inspiration on how you might lead your organization into the New Year.

Igniting bold futures,

Susan Gallagher

Executive Coaching

For leaders and teams



Executive Onboarding? Engage Your Executive Coach ASAP

8 Ways Coaching Accelerates New Leader Transitions

As a transitioning leader, your onboarding experience is critical to your success. At a time when you're likely feeling excited, accomplished, and anxious to start off on the right foot, hiring an executive coach may seem like a decision that's better made once things have "settled down."

But waiting to engage an executive coach is the wrong decision. Working with an executive coach at the start will help drive early impact and ensure the success of you and your new team.

From increasing your situational awareness to setting the stage for inspired leadership, Bravanti's Mary Herrmann has outlined 8 ways an executive coach can help to accelerate your impact as a new leader while easing the transition for your team and the organization.

[Read Blog Now >>](#)



Launching a New Leader

Leadership Onboarding & Acceleration Case Study

Video: Launching a New Leader

Leadership Onboarding & Acceleration

When a leader is tasked with leading a new team, one of their biggest challenges is to learn and understand individual team members' issues and concerns. Learn how a new CEO and the organization used New Leader Acceleration techniques to uncover team concerns and remove anxieties around the leadership change.

[Watch Now >>](#)

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

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Retaining Top Talent

The True Cost of Losing High Performers

Prioritize Retaining Top Talent

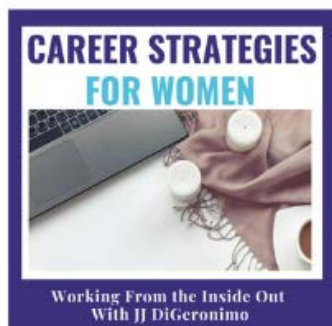
The True Cost of Losing High Performers

Employee turnover is a natural, unavoidable part of business, but when your high performers start leaving, attrition becomes a real problem.

In her latest blog post, Amy Geltner outlines some of the very real costs of losing top talent and what employers can do to keep those high performers engaged and happy.

[Read Blog Post >>](#)

Overcoming 3 Common Blind Spots of Women in the Workplace



With Brenda Wensil

Managing Director, Leadership Acceleration

Co-Author, *I Wish I'd Known This: 6 Career-Accelerating Secrets for Women Leaders*

Listen Now ▶



Podcast: Overcoming 3 Common Blind Spots of Women in the Workplace

In her latest interview with JJ DiGeronimo, Bravanti's Brenda Wensil discusses three common blind spots women face in their careers: preparation and practice, reputationality, and installing a GPS. These are three of the six blind spots discussed in [***I Wish I'd Known This: 6 Career-Accelerating Secrets for Women Leaders***](#), co-authored by Brenda and Kathryn Heath, Phd. Listen now for actionable takeaways that help you overcome these blind spots to reach your potential and achieve career success.

[Listen to Podcast >>](#)

Outplacement & Internal Mobility

For leaders faced with transitioning out team members



Using Internal Mobility to Retain Talent for Business Success

Case Study

Workforce reductions aren't always caused by financial struggles or economic woes. Digitalization and automation are quickly making traditional roles obsolete across a wide swath of industries. Banking is a prominent example of this. With the growing popularity of online banking, the need for brick-and-mortar stores continues to decline. For one fast-growing financial services firm, the closing of physical locations eliminated some roles while other internal positions needed to be filled. Rather than lose strong talent with good cultural fit, the organization turned to internal career mobility coaching to retain valuable talent, reduce costs, improve employee engagement, and retain institutional knowledge.

[Read Case Study>>](#)

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