

Talent Insights - February 2023

The latest on high-impact, high-quality coaching, leadership acceleration, and outplacement and internal mobility

A Message from our President & CEO



Greetings!

We're excited to share our newest research report, *Pivotal Moments for Women Leaders*, where we interviewed successful women leaders to discover behaviors and factors that were present during key pivotal moments in their careers.

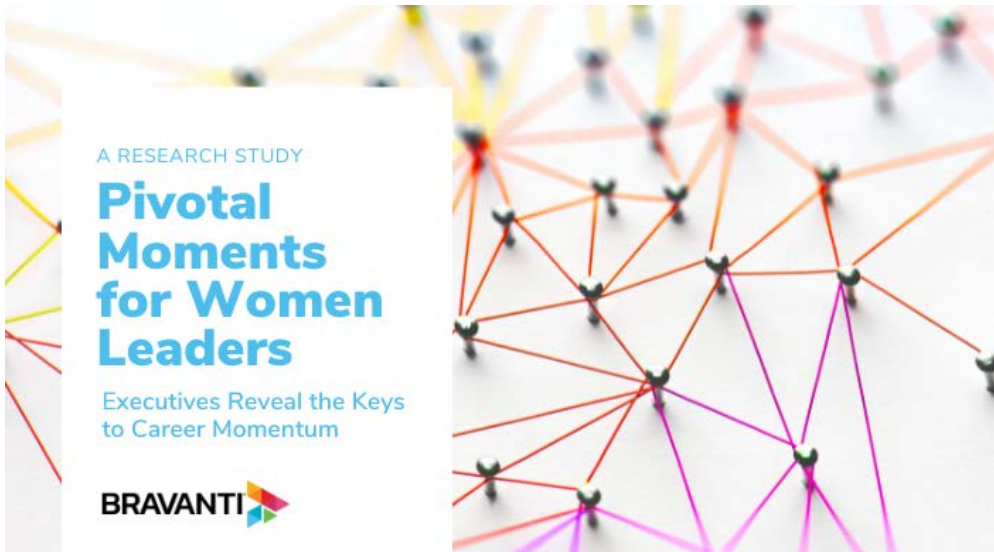
Insights such as these will not only fuel more women leaders but can also guide organizations on how to integrate these keys into existing DEI initiatives, helping to accelerate career trajectories for leaders.

Additionally in this issue, don't miss our thoughts on the science behind coaching. Stemming from research on "psychological capital" and why it matters in coaching engagements, our own research in *Executive Coaching: Impact and Return* correlates to these recent findings on just how coaching works.

Igniting Bold Futures,

Susan Gallagher

Leadership Acceleration For developing your leaders



Research Study: Pivotal Moments for Women Leaders

Executives reveal the keys to career momentum

Every woman's career path is different. Some careers stall while others accelerate. Our research findings identify what hinders or helps create momentum that propels some women to the top.

We are pleased to introduce *Pivotal Moments for Women Leaders*, an in-depth study of 37 successful women leaders who reveal the career points, behaviors, and mindsets that fueled their momentum and charted the course for professional success.

[Download Now >>](#)



Podcast: Take Your Career to the Next Level

Overcoming Women's Career Blind Spots

Bravanti's Brenda Wensil and Kathryn Heath, co-authors of *I Wish I'd Known This: 6 Career-Accelerating Secrets for Women Leaders*, are back to share more valuable insights on navigating self-doubt, building a powerful support network, and unlocking your potential as a female leader.

Don't miss out on their wisdom and practical tips for success. [Listen now >>](#)



The Science Behind Coaching

Developing Psychological Capital and Why It Matters

How Coaching Works

Developing Psychological Capital and Why It Matters

There is immense value in coaching. Real, tangible value with three-, four- and even five-percentage point ROI. But how?

Researchers think the answer lies in psychological capital, which is said to link coaching and positive outcomes for the coachee, such as job performance, satisfaction, and organizational commitment.

These findings are also confirmed in Bravanti's [Executive Coaching Impact & Return research](#), where data shows from leaders we've coached, 49% saw improved job performance, and 43% reported increased organizational commitment, for example.

[Find out more >>](#)



After the coaching engagement,

I am stronger, more efficient,
and more effective with my team.

As a result, we are able to discuss, resolve, and decide on key issues that affect many millions of dollars.

Total impact: \$2,000,000

Vice President, Global Tax
Global Quick Service Restaurant Brand

What Our Clients are Saying

The Results Speak for Themselves

Executive coaching is the real deal.

Bravanti clients know the power of coaching because we focus our work on delivering change that results in real, bottom-line ROI.

And the numbers don't lie—executive coaching is one of the most impactful tools in your leadership toolbox!

[Learn More >>](#)

CONNECT
WITH US



Copyright © 2023, All rights reserved.

Our mailing address is:

Bravanti
222 N. LaSalle St.
Suite 760
Chicago, IL 60601