



Talent Insights - March 2024

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

A Message from our President and CEO



Greetings!

Wow! It's hard to believe it's the end of March and that April is right around the corner! I hope you were able to celebrate Women's History Month and acknowledge your women leaders. Some of the most impactful work we do with our clients elevates women leaders

as they help shape the future of their organizations. Don't miss our piece on 13 Statistics on Women in the Workforce, where we share some challenging truths but also highlight exciting opportunities surrounding women.

Also in this issue is our latest blog post explaining how executive coaching works in relation to psychological capital, a case study on how internal mobility helped an organization retain key talent during a change, and a video on what our Next Act program is all about.

Igniting Bold Futures,

Susan Gallagher

General
For everyone



13

Important Statistics on **Women in the Workforce**

[View Stats](#) 

13 Statistics on Women in the Workplace

Challenging Truths & Hopeful Opportunities

For years, researchers have studied the experience of women in the workforce. But they haven't only found the challenging truths of inequality, bias, and exclusivity. These studies have also definitively proven the immense value that women bring to the table.

To celebrate this International Women's Day, we want to share some of those challenging truths as well as the exciting opportunities.

[View Statistics >>](#)

Leadership Acceleration

For developing your leaders

BRAVANTI  LEADERSHIP ACCELERATION

The women, the coaches, the content, and the sponsors were AMAZING.

[This program] showed me that there is value, not only in what I do, but in what I personally bring to the table. It opened my eyes to my personal strengths and how much I unintentionally get in my own way.

Email Portfolio Lead, Director
Global Communications Firm

What Our Clients are Saying

About Our Women Leaders Programs

It's quotes like these that make our day. Hearing how our programs help high-potential women make critical changes in their thinking and behaviors to unlock their potential is what drives us. If you're looking for a revolutionary way to help your organization retain and advance women leaders, we're ready and waiting to make that a reality.

Learn more about our Women Leaders program today:

[Explore Programs >>](#)

Executive Coaching For leaders and teams



How Coaching Works

The Power of Psychological Capital

Just as we use everyday technologies without fully understanding their mechanics, coaching has emerged as a key leadership development tool despite many people knowing how it actually works. Enter: Psychological Capital, a concept that is illuminating the 'how' behind coaching's success, marking a pivotal shift in leadership development strategies.

[Read Now >>](#)

Outplacement and Internal Mobility For those in transition



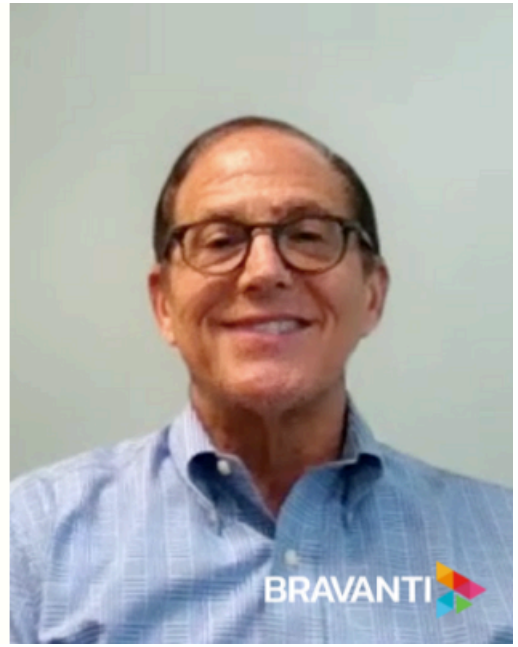
Momentum

A Video Series on Outplacement

Episode 5:

Next Act

with Howard Leifman



Next Act

Exploring the Next Phase of Your Career

Workforce restructurings and layoffs can be particularly difficult for senior professionals in advanced phases of their career. However, more and more people are exploring alternatives to simply finding a new, similar role. In Momentum - Episode 5, Bravanti Coach Howard Leifman shares how one client turned a dream into a reality after their role was eliminated.

[Watch Now >>](#)

The Challenge:

A FinServ firm was migrating from in-person to online banking and sought to repurpose brick-and-mortar employees for other internal roles.

The Solution:

Internal Career Mobility Coaching
Focused on mindset, skill sets, confidence, career planning, and more.

The Result:

Retained key talent & institutional knowledge, reduced hiring costs, and improved engagement.



[Read Case Study](#)

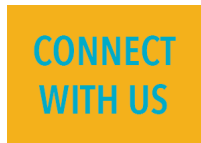
Using Internal Mobility to Retain Talent for Business Success

Saving Costs, Filling Open Roles & Retaining Talent

Technology has led to the natural evolution of many industries, especially financial services. This evolution often leads to altered business models that require workforce restructuring.

The old way of doing things would be to lay off workers with outdated skill sets, but progressive companies are exploring a new, better path forward with internal mobility initiatives. Learn how one financial services firm was able to save costs, fill open roles, and retain strong talent with proven cultural fit through internal mobility programs.

[Read Now >>](#)



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