



Talent Insights - April 2024

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

A Message from our President and CEO



Greetings!

At Bravanti, we strive to create impact every day. And we help our clients create impact to achieve their goals. How do your leaders and teams make an impact? In this month's issue, we've included some great resources that can help your organization think about how it can make an impact and create successful business outcomes.

In April's issue, learn what makes high-performing teams stand out from others, how you can help your organization remain reputable during times of difficult change, how to build a listening-based culture, and read how we helped one organization create cross-functional competencies that impacted the entire organization. Enjoy!

Igniting Bold Futures,

A handwritten signature in black ink that reads "Susan Gallagher". The signature is written in a cursive, flowing style.

Leadership Acceleration
For developing your leaders



Taking the Lead Podcast: Building a Listening-Based Culture

With Bestselling Author and Culture Expert Kathryn Heath, Ph.D.

Building inclusive cultures isn't just about doing what's right – it also has significant impact on organizational performance. And building an inclusive culture begins by building a listening-based culture.

In this episode of Taking the Lead, bestselling author and culture expert, Kathryn Heath, Ph.D., shares how intentional leadership can build cultures that many organizations can only dream about.

[Listen Now >>](#)

The Challenge:

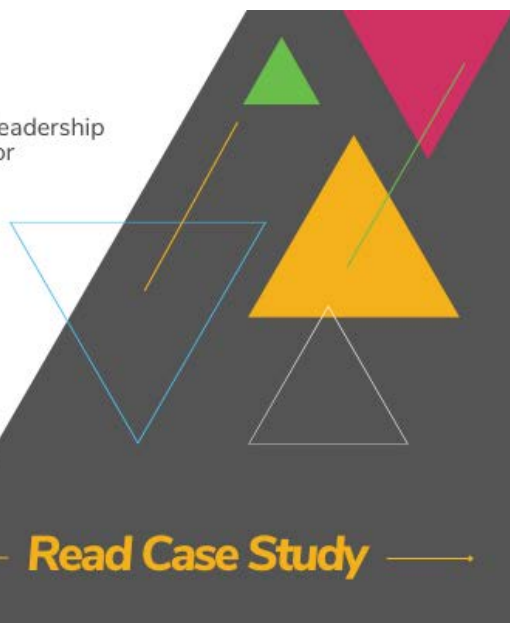
A healthcare company needed cross-functional leadership competencies to clarify performance and behavior expectations for managers.

The Solution:

Leadership Competency Model
Including assessment, research, workshops, and implementation guidance.

The Result:

A universal leadership competency model for managers in any function at the company.



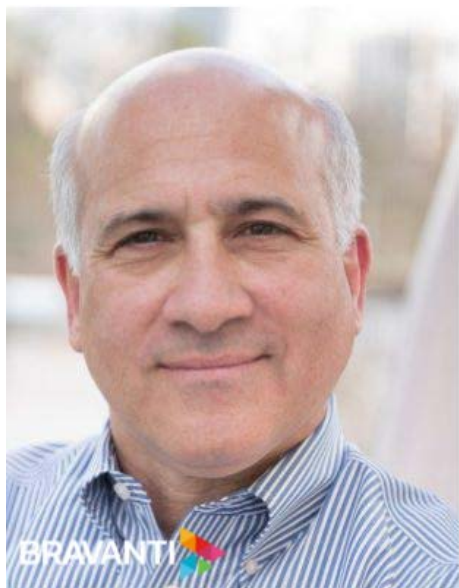
Designing Cross-Functional Leadership Competencies

Leadership Development, Talent Strategy

Think competency modeling is just for the C-suite? Think again—it's a game-changer at every organizational level, directly impacting organizational growth and continuity. After working with our healthcare client to craft competency models for VP and Director levels, company leaders sought to expand their impact to the managerial level.

[See Our Approach >>](#)

Executive Coaching For leaders and teams



Journeys in Leadership
A Video Series on Executive Coaching

Episode 15:

What High-Performing Teams Do Differently

with David Galowich

What High-Performing Teams Do Differently

With Executive Coach David Galowich

There's a considerable difference between having a high-performing team and having a collection of high-performing individual contributors. As Michael Jordan once said, "Talent wins games; teamwork and intelligence win championships." But what is it that high-performing teams do differently?

In Episode 15 of the Journeys in Leadership series, Bravanti Executive Coach David Galowich shares the key characteristics that high-performing teams exhibit to win consistently.

[Watch Now >>](#)

Outplacement and Internal Mobility For those in transition



5 Ways Outplacement Can Save Your Employer Reputation

Layoffs Don't Have to Be Disastrous

Workforce reductions are an unfortunate but necessary reality for many organizations today. When these companies taken their chances with layoffs, haphazardly cutting jobs and dismissing employees without support, they quickly find that this approach has lasting negative effects on their employer reputation. Learn how outplacement solves this problem.

[Read Now >>](#)

BRAVANTI  **EXECUTIVE ADVISORY SERVICES**

Thank you for your invaluable guidance during my transition.

Your counsel was always insightful and helped me navigate this foreign process of finding a job, while also making it painless and efficient.

Vice President, Global Operations
Executive Transition Candidate

What Our Clients are Saying

Saving Costs, Filling Open Roles & Retaining Talent

Career transition at the executive level is considerably more complex than that of more junior levels. From leadership legacy, strategic impact, and navigating networks within high-stakes environments, there are key considerations to account for. At Bravanti, transitioning executives benefit from our intrinsic understanding and vast experience of senior leader career transition.

[Explore our Executive Advisory Services >>](#)

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