



A **zrg** COMPANY

Talent Insights - September 2024

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

A Message from our CEO



Greetings!

This is a pivotal month for Bravanti, and I'm thrilled to share some important news with you. As you know, the landscape of leadership continues to evolve, presenting leaders and their teams with new challenges every day. At Bravanti, we are committed to enhancing our capacity to deliver innovative talent solutions to clients around the globe. We are eager to provide even more high-impact solutions to address our clients' toughest challenges.

To further this mission, we are excited to announce that we are joining ZRG Partners. This partnership will amplify our voice in leadership and, more importantly, enable us to serve even more leaders like you.

ZRG Partners is a pioneering talent advisory firm that is transforming how companies hire and manage talent. It is one of the fastest-growing firms in the industry, offering a comprehensive suite of retained search, on-demand talent, and consulting solutions worldwide.

With this new chapter, we look forward to serving more clients and making a greater impact on leaders everywhere—an exciting future indeed! If you have any questions, please feel free to reach out. As always, we hope this newsletter provides you with valuable resources.

Igniting Bold Futures,

Susan Gallagher

General
For everyone



Bravanti Is Now a ZRG Company

ZRG Partners, a Global Talent Advisory Firm, Acquires Bravanti

We're excited to announce that Bravanti is now a ZRG company!

ZRG Partners, a global talent advisory firm, is revolutionizing how companies hire and manage talent, is one of the fastest-growing firms in the industry. Together, we will continue to ignite bold futures for leaders, teams, and organizations worldwide!

[Read Press Release >>](#)



Principles in Action

Trust

Personal reflections from Bravanti team members
on what it means to embody the value of trust

[View Slides](#) →

Principles in Action

Reflections from the Bravanti Team

At Bravanti, we strive to be a values-driven partner for bold, forward-thinking organizations, allowing our principles to guide us in every decision and interaction.

When it comes to trust, we believe that loyalty and reliability fuel lasting relationships within our team, with our clients, and within our communities. We asked some of our leaders what trust means to them and how they embody this value in their work.

[See What They Had to Say >>](#)

Leadership Acceleration

For developing your leaders

The Challenge:

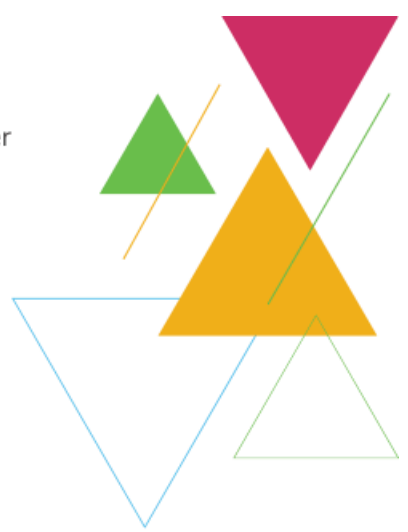
In the midst of rapid growth, a leading industrial supplier sought to expand its leadership development efforts, especially among talent from underrepresented groups.

The Solution:

Leadership Acceleration Program
Including individual assessments, in-person workshops, group coaching, and peer networking.

The Result:

- 92% participant retention rate
- 47% increase in leadership skills
- Feedback calling the program “life-changing” and “unparalleled.”



[Read Case Study](#)

Case Study: Equipping Rising Talent for Leadership

And for Future Success

Facing rapid growth and evolving challenges, North America’s largest plumbing and HVAC distributor sought to enhance the capabilities, confidence, and inclusivity of its next generation of leaders.

Partnering with Bravanti, the company launched a two-year leadership development program designed to empower 220 emerging leaders through immersive workshops, coaching, and assessments. The results? A 92% retention rate, a 47% increase in leadership skills, and feedback calling the program “life-changing” and “unparalleled.”

Discover how Bravanti helped this company equip its future leaders for lasting success.

[Read Case Study Now >>](#)

Executive Coaching
For leaders and teams

12 Common Performance Barriers for Leadership Teams

12 Common Performance Barriers for Leadership Teams

These 12 Barriers Could Be Undermining Your Team's Effectiveness

If your executive team is struggling to perform at peak potential, it's likely due to a combination of these "silent killers." Discover the 12 most common obstacles to leadership team performance and how they impact everything from collaboration and decision making to innovation and organizational agility.

[View Videos >>](#)

10 Steps to Build a Future-Proof SUCCESSION PLAN

[View Slides](#) →



10 Steps to Build a Future-Proof Succession Plan

Ensuring Business Continuity and Stability in a Constantly Changing World

“What happens if a key leader leaves unexpectedly?”

Many business leaders can't answer this question, creating significant risk for their organizations. Succession planning ensures continuity and mitigates risks when leadership transitions happen – and they can happen at any time with little or no warning. That's why it's critical to have these plans in place before transitions occur.

Check out these 10 steps your organization can take to build a succession plan that's ready for anything life throws at you.

[View Slides >>](#)



NEW LEADER & TEAM ACCELERATION

Smooth Transitions, Powerful Outcomes

[Schedule your free consultation today](#)

New Leader & Team Acceleration Solutions

Smooth Transitions, Powerful Outcomes

When a leader transitions into a new role, there are many variables that determine their success. One of the biggest and most immediate of these variables is the quality and speed of their integration, not only into the role itself but into their new team as well.

Bravanti's New Leader & Team Acceleration program is designed to ensure new leaders hit the ground running, building trust, collaboration, and momentum from day one.

[Schedule a Consultation >>](#)

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