



A **zrg** COMPANY

Talent Insights - December 2024

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

A Message from our CEO



Happy Holidays!

As we prepare to kick off 2025, the Bravanti team is reflecting on a productive 2024 and looking ahead to continued growth and impact. Growth and impact with our clients is what thrills us! We believe that investing in leadership is key to achieving lasting results, and we're excited to share some resources to help you and your teams thrive in the year ahead.

Featured This Month:

1. **Leadership by Design:** [This blog post](#) explores proven strategies for building effective leadership development programs that drive tangible results.
2. **The Power of Advocates:** Discover how cultivating strong advocates can propel your career to new heights. [Read the blog post](#) for valuable insights.

Recharge and Refocus for the New Year:

As you and your teams move into 2025, it's essential to take time to recharge and reignite your passion. Our [Holiday Recharge Guide](#) offers practical tips to help you do just that, so you can show up even stronger in the new year.

We're committed to helping you ignite bold futures in 2025 and beyond.

Wishing you a successful and fulfilling year,

Susan Gallagher and the Bravanti Team

General For everyone



Your 2024 Holiday Recharge Guidebook

[View Slides](#) →

Your 2024 Holiday Recharge Guidebook

50+ Ideas to Help You Rest, Reflect, and Recharge for the Year Ahead

The holiday break is more than just time off—it's an opportunity to reset and recharge for the year ahead. Whether you're planning to relax, reconnect with loved ones, or reflect and refocus, our guide offers practical and creative ideas to help you make the most of your time.

Discover how to enter 2025 feeling energized, inspired, and ready to take on what's next. It's your holiday break—make it count!

[View Slides >>](#)

Leadership Acceleration For developing your leaders



NEW BLOG POST

Leadership By Design

Best Practices for Developing High-Potential Talent

Leadership by Design

Best Practices for Developing High-Potential Talent

The evolution of high-potential talent into high-impact leaders doesn't happen by chance. Crafting this journey is one of the most strategic investments an organization can make, requiring intentional, well-designed programs that align individual capabilities and aspirations to organizational goals.

In this blog post, we explore proven strategies for crafting leadership development programs that drive real results. Whether you're looking to refine your current initiatives or build new ones from the ground up, this guide offers actionable insights to help you unlock the full potential of your rising leaders.

[Read Now >>](#)

I Wish I'd Known This: Relying on Just One Advocate Can Derail Your Career



I Wish I'd Known This: Relying on Just One Advocate Can Derail Your Career

With Kathryn Heath and Brenda Wensil

When it comes to building the career of your dreams, relying on a single advocate can leave you exposed to unexpected setbacks.

In this blog post, Kathryn Heath and Brenda Wensil, co-authors of *I Wish I'd Known This: 6 Career-Accelerating Secrets for Women Leaders*, explore why building a diversified network of advocates is essential for career resilience, visibility, and long-term success.

[Discover Why >>](#)

Executive Coaching
For leaders and teams



Elevating Leadership for Future Success

Industry: Technical Workforce Solutions Firm

A founder's transition out of day-to-day management marks a pivotal moment in any organization's leadership journey. For one of our clients, this challenge required equipping the founders to embrace a more strategic role while preparing the leadership team to step confidently into their expanded responsibilities.

We designed and delivered a multi-faceted program that delivered transformative results, generating over \$2.5M in ROI while driving key outcomes such as improved collaboration, stronger stakeholder relationships, and enhanced team cohesion.

[Learn How >>](#)

Outplacement & Internal Mobility
For those in transition

I can't say enough about how fortunate I am to have had my Bravanti coach.

I was initially skeptical about the need for an outplacement service... Having never used one in the past, I couldn't envision the value the service would bring. In retrospect, I can't imagine trying to navigate this process, especially at this stage in my career, without the services that Bravanti provided.

Vice President, Cyber Solutions
Financial Services

What our Clients are Saying

About Outplacement

Many organizations and employees don't fully understand outplacement, missing its real value and purpose.

Employers may perceive outplacement as only for large layoffs, too expensive, or a 'nice-to-have' rather than a strategic tool, while exiting employees may perceive it as a valueless consolation prize to get them out the door as quickly and quietly as possible.

These misconceptions can lead to diminished or lost opportunities for everyone involved. Learn more about what outplacement services really are, when to use them, how they benefit both employees and employers, and how to choose the right provider in *What Are Outplacement Services and What Are Their Benefits?*.

[Read Post >>](#)

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