



Talent Insights - May 2025

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

A Message from our CEO



Greetings!

In today's fast-changing business landscape, resilience is no longer a nice-to-have — it's a defining characteristic of effective leadership. Whether you're leading through change, scaling a global team, or transitioning into a new phase of your career, the ability to stay steady and adaptive matters more than ever.

This month, we're sharing how Bravanti helped 80 HR leaders realize the **Power of Positive Intelligence** and how it can build resilience. You'll also find two case studies from our work:

- One focused on helping senior executives navigate **partner-level early retirement** with purpose and clarity.
- The other on growing **global enterprise leaders** across regions, cultures, and time zones.

Plus, we're spotlighting **five high-impact leadership programs** that are making a real difference for our clients — and their people.

Igniting Bold Futures,

Susan Gallagher

General
For everyone



The Power of Positive Intelligence

How 80 HR Leaders Discovered It and How It Builds Resilience

At the recent Berkshire Hathaway's 2025 HR Leadership Conference, Bravanti team members Mary Herrmann and Jodi Blackwood posed a simple question while facilitating 80 seasoned CHROs and HR executives: "How many of you have heard of Positive Intelligence?" The response was telling—barely a hand went up in the room. Yet by the end of their "The CHRO Resilience Advantage" session, these leaders were discovering the invisible mental barriers that had been quietly undermining their effectiveness for years.

Through guided reflection and breakout discussions, participants explored how internal "saboteurs"—those critical inner voices that fuel perfectionism, anxiety, and reactive decision making—were limiting their ability to navigate today's complex business challenges with clarity and resilience.

The revelation was profound: While these leaders had mastered external strategies for driving growth through talent, many had never examined the internal mental patterns that determine how they show up as leaders. Bravanti's Positive Intelligence framework introduced them to their "Sage mindset"—a state of deeper wisdom and emotional intelligence that transforms how leaders respond to pressure, make decisions, and inspire their teams.

As participants shared insights about activating this mental shift, the energy in the room became palpable. Leaders who had felt overwhelmed by the relentless pace of change suddenly saw a path to not just surviving but thriving, rediscovering purpose and joy in their roles while aligning more effectively with their organization's growth strategy.

The session's impact extended far beyond the conference walls, with participants requesting follow-up resources and expressing interest in bringing Positive Intelligence training to their own organizations. For HR leaders struggling with burnout, decision fatigue, or the constant pressure to do more with less, this approach offers a scientifically-backed method to build resilience from within—transforming not just individual performance, but the entire culture of leadership within their companies.

(Pictured above L to R: Bravanti team members Dawn Poteau, Angie Auvil, Mary Herrmann, Jodi Blackwood, Susan Gallagher, and Carol Fitzgibbons)

[**Connect to Learn More About Positive Intelligence >>**](#)

Outplacement & Internal Mobility
For those in transition



Case Study: Delivering Partner-Level Early Retirement Executive Transition Services

Client: Big Four Professional Services Firm

When a Big Four professional services firm needed to design a partner-level early retirement transition offering, they turned to Bravanti for a solution that went far beyond the basics.

Bravanti delivered a high-touch, highly customized program integrating executive transition coaching, career strategy, and access to elite advisory services—equipping 66 long-tenured partners for their next chapter with clarity and confidence. From personalized coaching to exclusive assessments and board-readiness support, Bravanti helped these leaders move courageously forward.

[Read the Case Study >>](#)

Leadership Acceleration
For developing your leaders



See it in Action:

High-Impact Leadership Development

5 Case Studies from Successful
Leadership Development Programs

[View Slides](#)

See It in Action: High-Impact Leadership Development

5 Case Studies from Successful Leadership Development Programs

What happens when leadership development goes beyond check-the-box training? It becomes a catalyst for retention, readiness, and real business results.

See how five organizations—from a Fortune 500 to a major health system—leveraged the power of strategic leadership development to accelerate succession pipelines, rebuild morale post-restructure, align leadership across functions, and more.

[View Slides >>](#)

The Challenge:

A global tech leader needed to accelerate succession readiness for high-potential directors—amid rapid growth, cross-functional complexity, and a mandate to fuel innovation from within.

The Solution:

Enterprise Leadership Accelerator

A 6-month experiential program blending 360° feedback, executive coaching, peer networks, senior leader exposure, and business case simulations.

The Result:

- 9.4/10 average Net Promoter Score
- High impact on succession pipeline and innovation culture
- Strong organizational buy-in and expansion to future cohorts
- "I'm not the same leader I was—this changed how I lead."

[Read Case Study](#)

Case Study: Growing Global Enterprise Leaders

Client: Large Global Technology Company

When a \$4.8B global tech company needed to fast-track its next generation of enterprise leaders, it turned to Bravanti. The result? A 6-month, high-impact program blending 360° feedback, executive coaching, C-suite exposure, and real-world business challenges—designed to build strategic, cross-functional leaders ready to shape the future.

With a 9.4/10 Net Promoter Score and rave reviews from participants and sponsors, the program sparked immediate reinvestment in future cohorts. See how our Leadership Acceleration practice helped ignite a bold culture of innovation and succession readiness.

[Read Case Study >>](#)

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