

C-TEN by HR  TODAY

CHRO

Today Executive Network

C-TEN Meeting

Collaborative Group Discussion

 Expert-Led Discussion

September 11, 2025

3:00 PM ET | 12:00 PM PT

Expert-Led Discussion

Executive Coaching – Insights for Today's Leaders

In today's fast-changing work environment, leaders are being asked to do more than ever before, lead through uncertainty, engage hybrid teams, maintain well-being, and deliver results in the face of constant change. Michael J. Mannix, Co-Founder of Unparalleled Performance LLC and leadership expert, will share what he's seeing across industries when it comes to executive leadership through the lens of executive coaching.



Michael J. Mannix

Co-Founder

Unparalleled

Performance LLC

New Member

Welcome to C-TEN, Amy!



Amy Plasha
EVP, CHRO
Reworld Waste

With more than 30 years of experience in Human Resources, Amy has a proven track record of delivering effective and distinctive leadership in all aspects of human resources management, from compensation and benefits design and administration, to talent acquisition and retention, to organizational development and change management.

Her prior roles include Chief People Officer at Vontier, and senior HR leadership positions at companies like Builders FirstSource, DBi Services, Performance Food Group, and Rodale.

New Member

Welcome to C-TEN, Melissa!



Melissa Sposato

Co-CHRO

Bright Horizons

Melissa is Co-CHRO at Bright Horizons, where she helps lead the company's people strategy and culture. She has been with Bright Horizons for more than 20 years, growing her career from HR Manager to senior leadership.

Melissa is a Wheaton College graduate and is passionate about creating a supportive and engaging workplace.

New Member

Welcome to C-TEN, Melissa!



Melissa
Tessendorf
Co-CHRO
Bright Horizons

Melissa is Co-CHRO at Bright Horizons, where she helps shape the company's people strategy, rewards, and HR operations. She joined Bright Horizons in 2018 after holding HR leadership roles at CVS Health, IBM, and Salary.com.

Melissa earned her degrees from the University of Illinois and the University of Wisconsin-Madison.

Expert-Led Discussion

Executive Coaching – Insights for Today's Leaders



Michael J. Mannix

Co-Founder

**Unparalleled
Performance LLC**

Michael J. Mannix, Co-Founder of Unparalleled Performance LLC, is a passionate leadership expert and creator of The 5Ls–The Gift of a Balanced Life program. With 30+ years of executive and teaching experience, he inspires leaders to embrace servant leadership, achieve true work-life balance, and develop high-performing teams.

A background image of a stack of smooth, light-colored stones on a beach, with a blurred ocean and sky in the background. The stones are stacked in a pyramid shape, with the largest stone at the base and the smallest at the top.

Executive Coaching

Insights for Today's Leaders

Presenter

Mike Mannix

Who we are?

What we do?

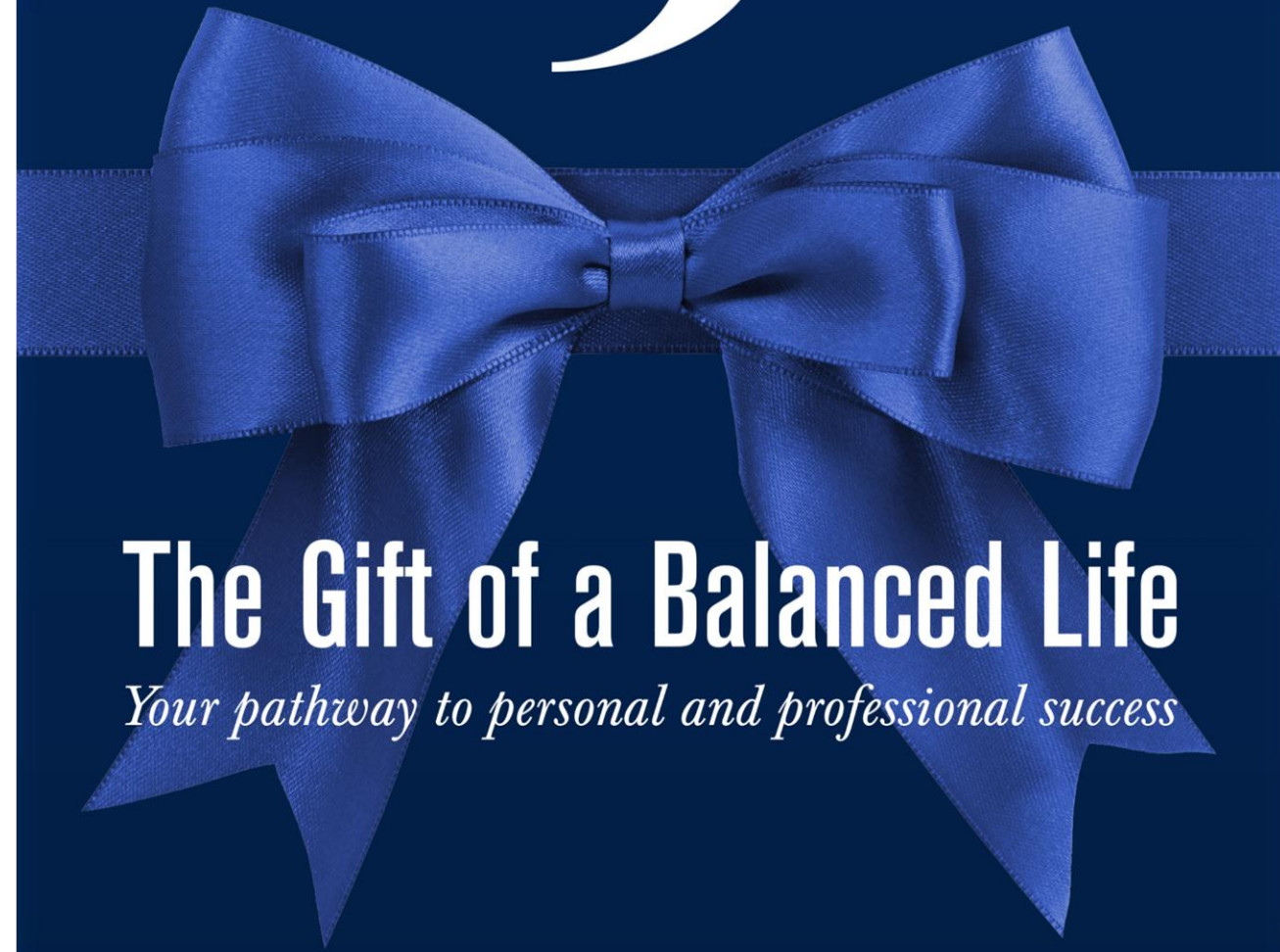
What is the 5Ls program?

How can it help?



*"Knowing yourself is the beginning of all wisdom."
– Aristotle*

The 5 Ls



The Gift of a Balanced Life

Your pathway to personal and professional success

Sal LaGreca & Mike Mannix

IngramSpark®

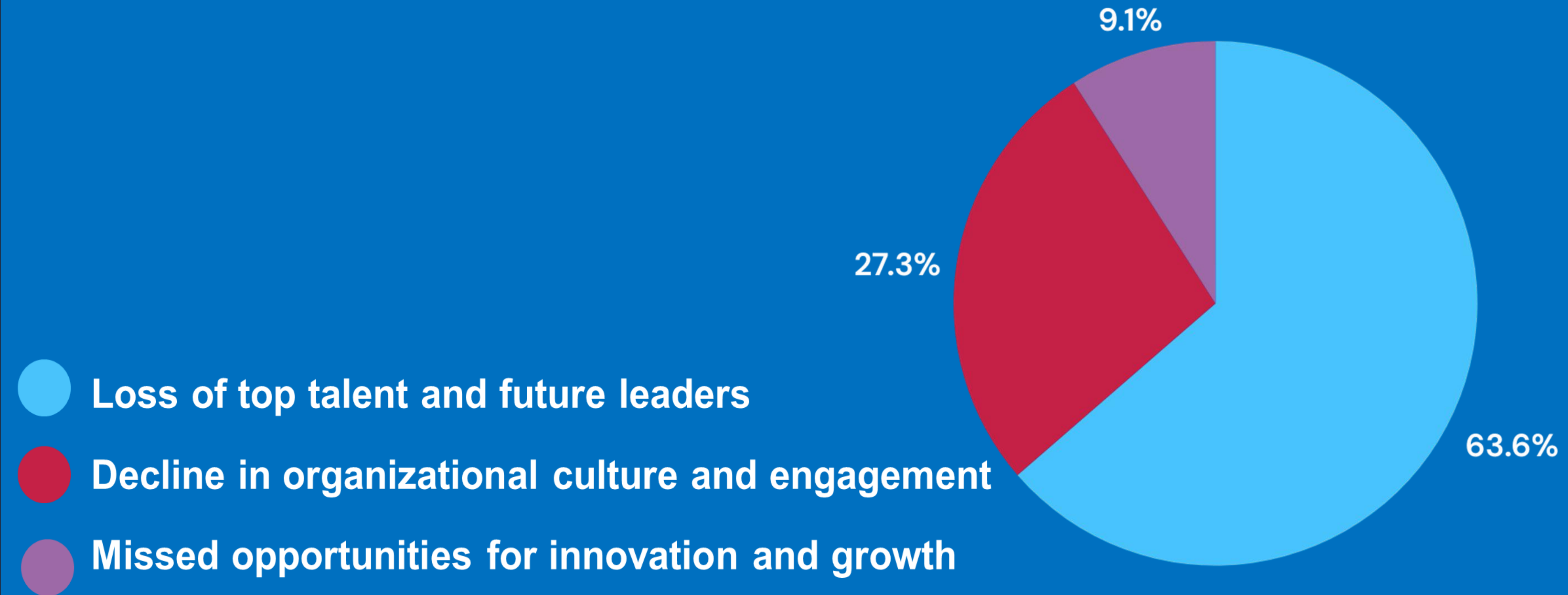
#1 Best Seller

Poll Questions

- Ⓢ **Leadership Risk & Readiness:** What is the greatest long-term risk to your organization if leadership development is not prioritized today?
- Ⓢ **Leadership Pipeline Health:** Looking ahead 3–5 years, where is your organization most at risk if leadership capabilities don't evolve?
- Ⓢ **Organizational Readiness for Change:** How prepared is your current leadership team to navigate large-scale change and disruption?
- Ⓢ **Future Leadership Priorities:** In the next five years, what will define successful leadership in your organization?

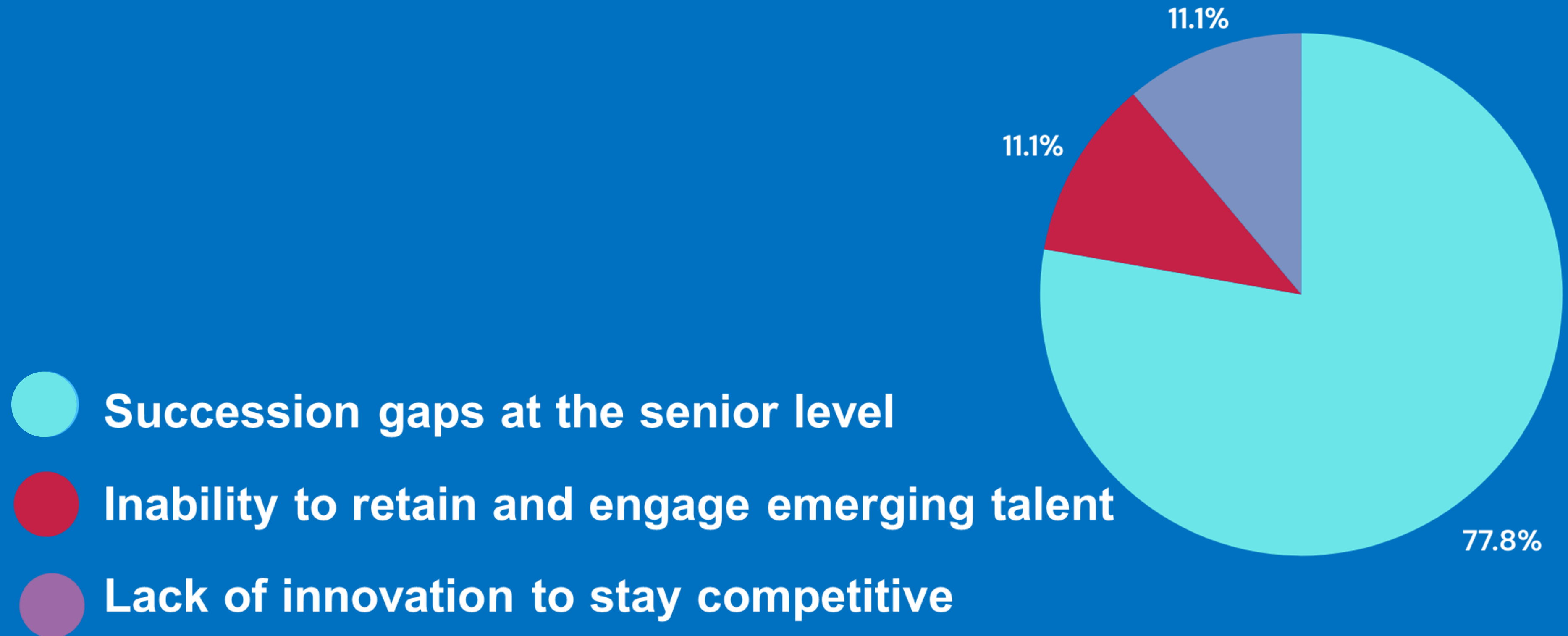
Leadership Risk & Readiness

What is the greatest long-term risk to your organization if leadership development is not prioritized today?



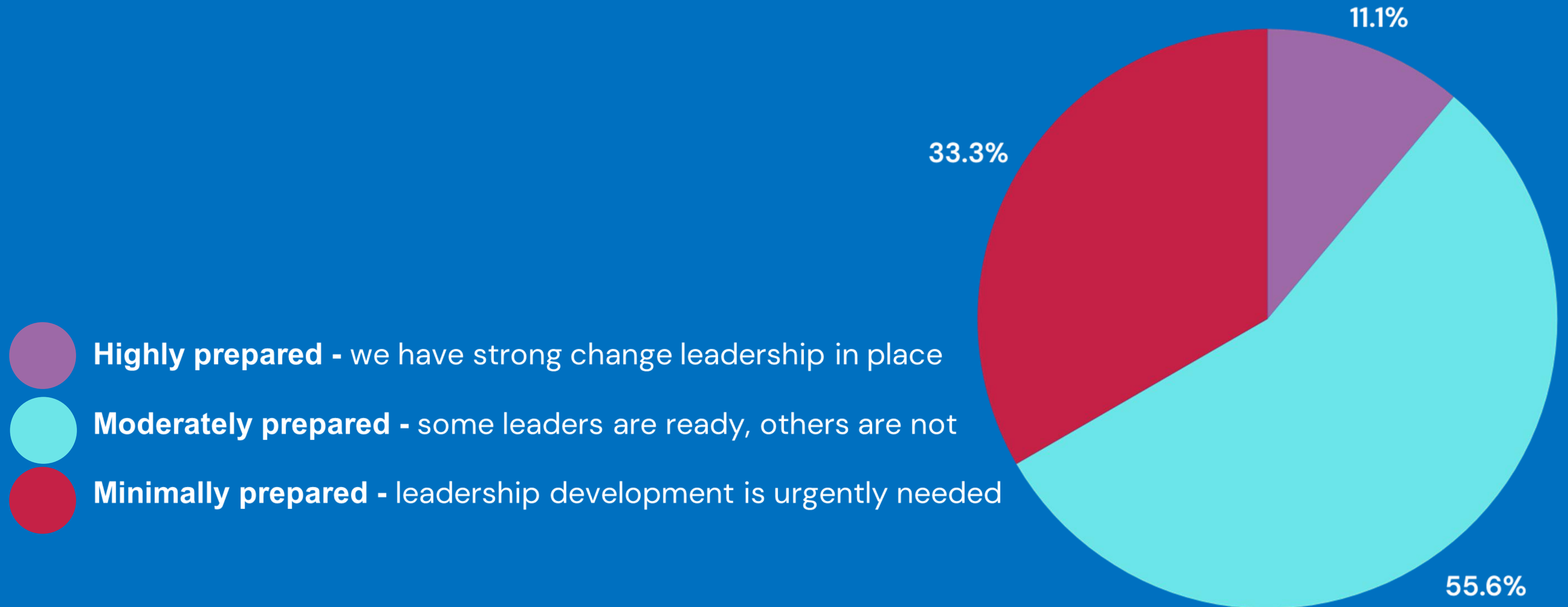
Leadership Pipeline Health

Looking ahead 3–5 years, where is your organization most at risk if leadership capabilities don't evolve?



Organizational Readiness for Change

How prepared is your current leadership team to navigate large-scale change and disruption?



Future Leadership Priorities

In the next five years, what will define successful leadership in your organization?



Some Quick Statistics

- **63%** of U.S. workers report they're ready to quit their job to avoid work-related stress -*Mental Health Foundation*
- **76%** of workers in the U.S. report that stress from work affects their personal relationships negatively -*American Psychological Association*
- Stress and burnout induced absenteeism costs US business over **\$300 Billion** a year -*American Institute of Stress*

Why Leadership Development

- Reduces absenteeism
- Helps attract top talent
- Improves performance
- Reduces turnover

Employee replacement costs can be as high as **50%-60%** with overall costs ranging anywhere from **90%-200%**.

Example: If an employee makes **\$60,000** per year, costs an average of **\$30,000 - \$45,000** just to replace that employee and roughly **\$54,000 - \$120,000** in overall losses to the company - SHRM

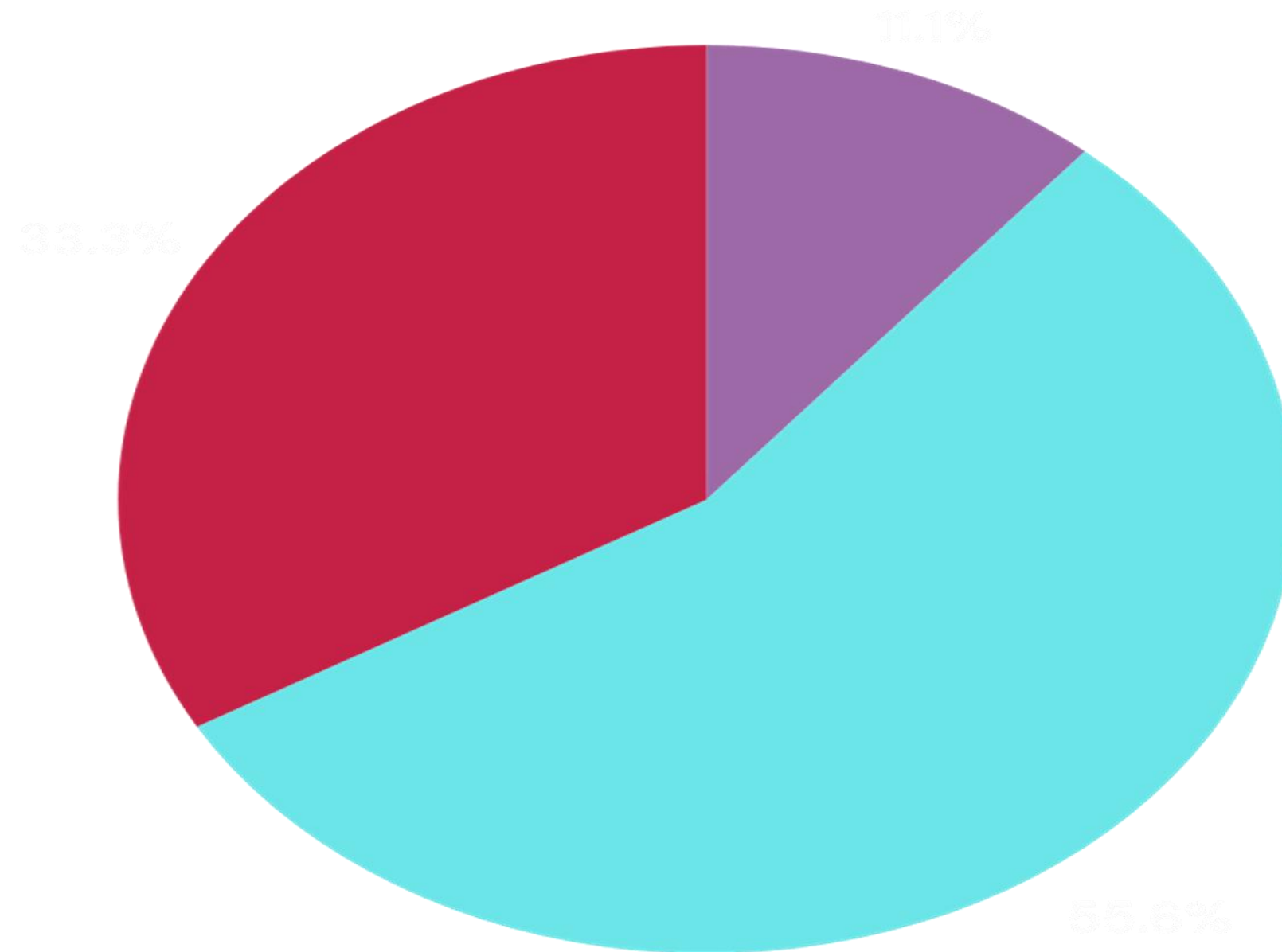
Some Quick Questions

- Ⓢ What is your employee retention rate?
- Ⓢ What keeps you up at night?
- Ⓢ How were your leaders promoted?
- Ⓢ What tools were they given?
- Ⓢ Is there a formal training program?
- Ⓢ What are their employee engagement levels?



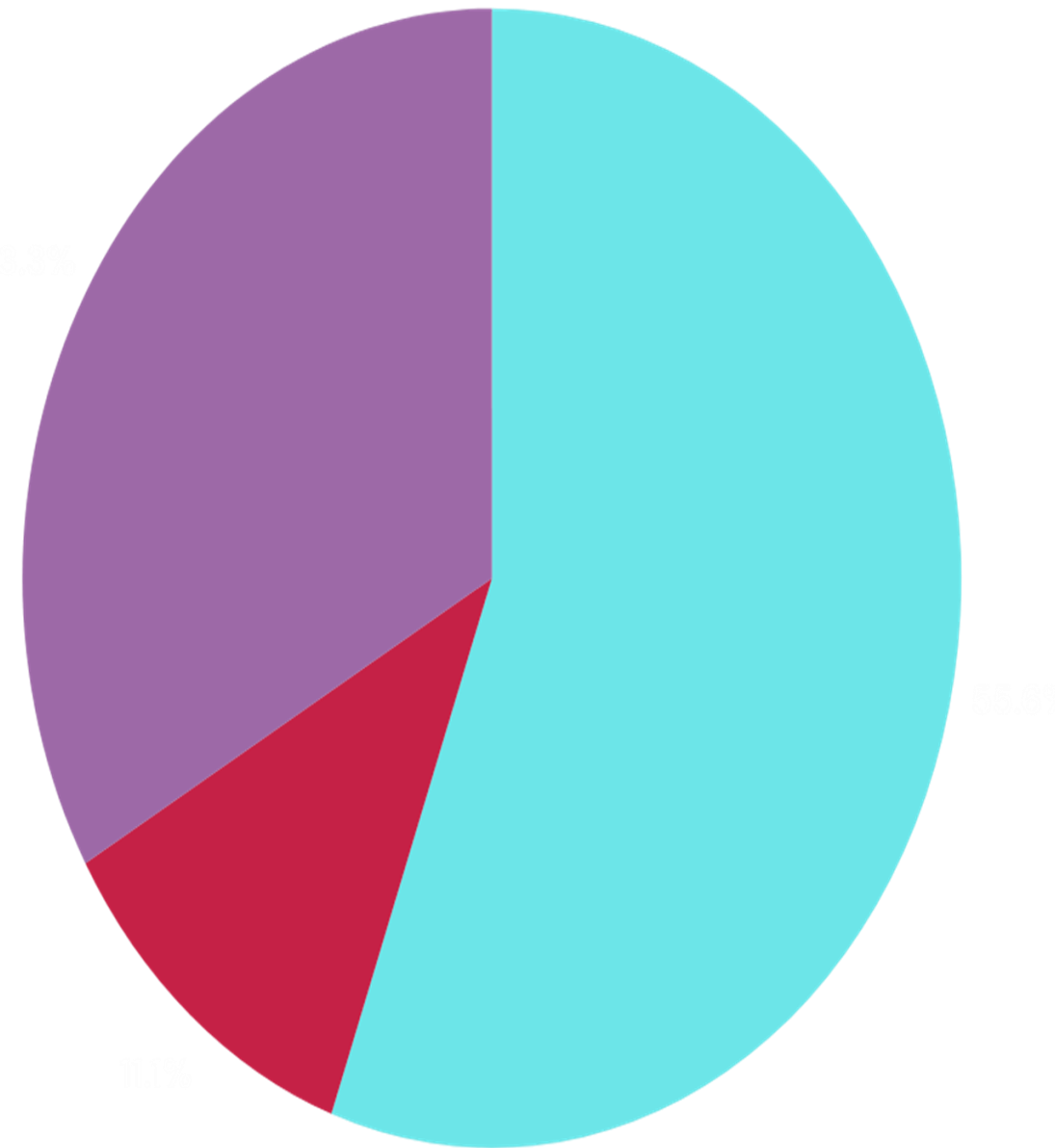
The Leadership Imperative

- ↳ Leadership effectiveness directly affects retention, engagement, and growth
- ↳ Hybrid work, burnout, talent competition



Employee Willingness to Stay with L&D Investment

Employee Retention & Learning Investment
(Source: LinkedIn Learning Report, 2023)



Leadership in 2025: What We're Seeing

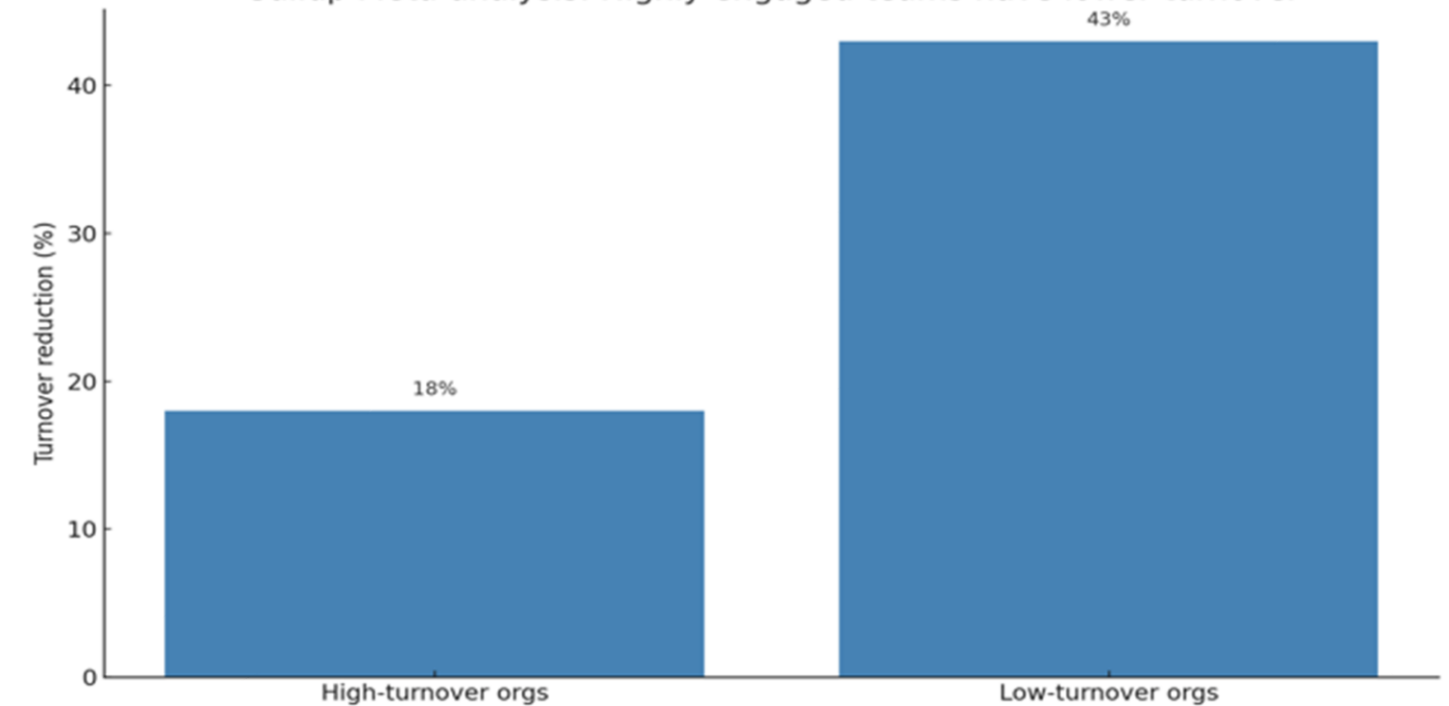
- Ⓛ Promotion because they were good at their job - not leadership ability
- Ⓛ Poor communication and EQ
- Ⓛ They don't really know their teams
- Ⓛ Focused only on execution of task – not seeing the full picture
- Ⓛ Employees disengaging because of poor management
- Ⓛ Pressure on leaders: hybrid work, cost cutting, innovation demands
- Ⓛ Emotional intelligence & adaptability is essential
- Ⓛ 60% of executives report burnout

The Leadership Struggles

- Ⓛ Uncertainty & change fatigue
- Ⓛ Balancing results with empathy
- Ⓛ Developing future leaders
- Ⓛ Communication in remote environments
- Ⓛ Lack of employee engagement skills
- Ⓛ Work-life balance

Turnover Reduction from Leadership Development

Gallup Meta-analysis: Highly engaged teams have lower turnover



Sources: Gallup Meta-Analysis; Deloitte Human Capital Trends (2023)

What Coaching Brings to Leaders

- Ⓢ Confidential growth space
- Ⓢ Builds confidence & decision-making power
- Ⓢ Leadership pipeline & productivity ROI

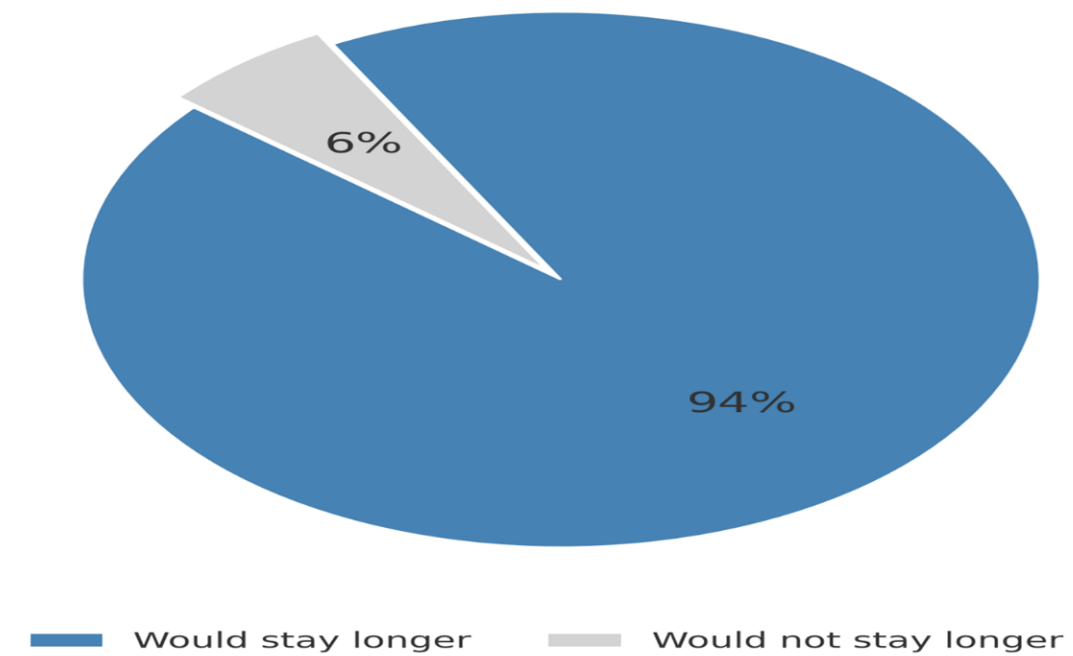
Learning Outcomes:

During these coaching sessions, participants will:

- Ⓢ Receive ongoing development on leadership abilities
- Ⓢ Receive continued development on how to identify future organic growth opportunities
- Ⓢ Obtain ongoing help with change management and culture development
- Ⓢ Receive support for identifying and addressing leadership problem situations
- Ⓢ Be reminded of the tools and examples to deal with stress, crisis and burnout

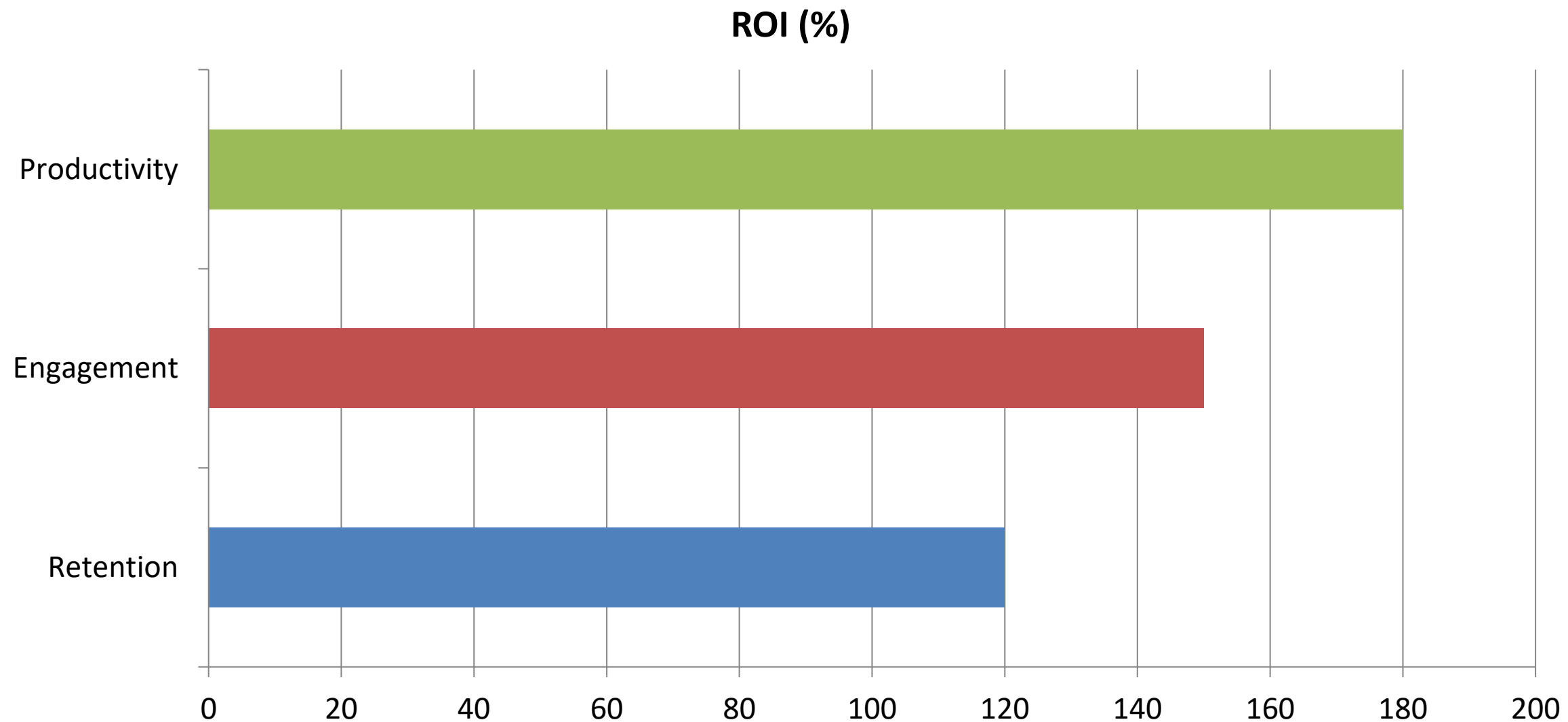
Transformation in Action

Brief client stories: measurable impact



The Business Case for Leadership Development

- Investing in leadership = investing in organizational health
- Cost savings from reduced turnover
- Future-proofing leadership pipelines



Your Leadership Legacy Starts Here

- 🏆 Encourage prioritization of leadership development
- 🏆 Here's the bottom line:

Teams with **low engagement** have **18%–43% higher turnover** than highly engaged teams. Translation: improving engagement (a manager capability outcome) materially **reduces turnover**. *Source: Gallup*

94% of employees would stay longer if their company invested in learning & development. *Source: LinkedIn Workplace Learning Report, 2023*

50% of exits tied to managers
Half of employees have left a job at some point to escape a manager — reinforcing the need to develop leadership skills. *Source: Gallup, State of the American Manager*

Companies investing in leadership development report a **32% drop in turnover** and a **10% increase in productivity**. *Source: International Coach Federation (ICF)*

Organizations that implement coaching-based leadership development retain **22% more employees** than those that don't. *Source: Matsh Consulting, 2023*

SHOW ME THE MONEY

ROI

On average, organizations get **\$7 back for every \$1 spent on leadership development**, thanks to increased revenue, lower turnover, and reduced hiring costs. *Source: BetterManager & The Fossicker Group; summarized by HR Dive*

Across a global, cross-industry study, every dollar invested in leadership development returned **between \$3 to \$11, averaging \$7 in ROI**. Tangible benefits came from sales uplift, retention savings, and promotions from within. *Source: New Level Work's ROI of Leadership Development study, 2023*

Companies reported saving on average **\$11.5 million per company per year** purely from improved retention and more promotions from within. *Source: New Level*

COST SAVINGS

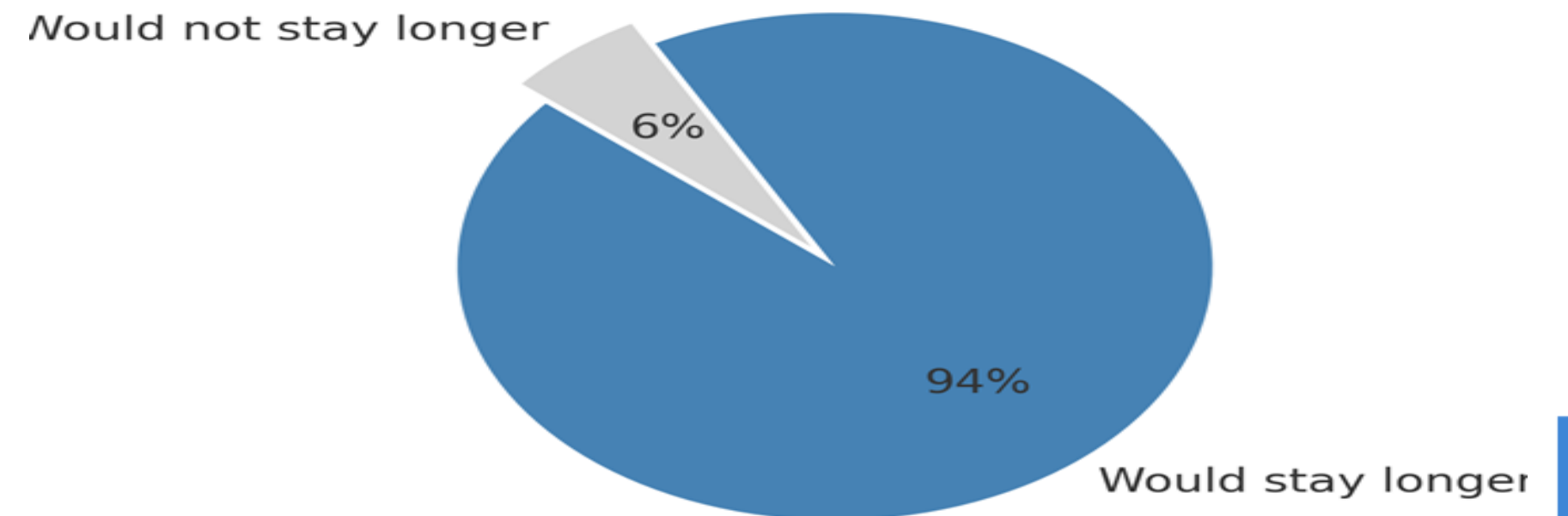
Say you're a **1,000-employee** company with 20% annual turnover (200 exits):

- Baseline cost: **200 × \$18,000 = \$3.6M** per year. (*Work Institute*)
- If leadership development improves manager effectiveness and cuts turnover by **18%–43%**, exits fall to **164–114**. Savings = **36–86 fewer exits**. (*Gallup*)
 - Savings at \$18,000 per exit: **\$648,000 – \$1,548,000** per year.

Next Steps for Organizations

- ☞ Identify leaders for coaching and development
- ☞ Types: 1:1, group, off-sites
- ☞ Quick wins for immediate application

Employee Retention & Learning Investment
(Source: LinkedIn Learning Report, 2023)



AUA

Ask Us
Anything



[LEARN MORE](#)



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@the5lsbalance



See you in Orlando!

C-TEN Dinner: Wednesday, October 8, 2025

7:00 PM – 9:00 PM

Cooper's Hawk Restaurant & Winery | 8005 International Drive, Orlando, FL

C-TEN Half-Day Meeting: Thursday, October 9, 2025

8:30 AM – 1:00 PM + optional tour from 1:00 PM – 2:00 PM

Hosted by Carl Peers, Senior Vice President of Human Resources, OneBlood