

# C-TEN Executive Coaching Highlights

## New Members

- Amy Plasha, EVP & CHRO, Reworld Waste
- Melissa Sposato, Co-CHRO, Bright Horizons
- Melissa Tessendorf, Co-CHRO, Bright Horizons

## Key Insights

- Leaders must navigate hybrid teams, burnout, and constant change.
- Coaching develops servant leadership, balance, and high-performance teams.

## Top Leadership Challenges

- Promotions based on technical ability, not leadership skill.
- Poor communication & emotional intelligence.
- Disengaged employees from weak management.
- 60% of executives report burnout.

## Why Leadership Development Matters

- Reduces turnover, absenteeism, and replacement costs.
- Improves attraction, engagement, and performance.
- Employee replacement costs: 50–200% of salary.

## Quick Stats

- 63% of U.S. workers ready to quit to avoid stress.
- \$300B lost annually from stress & burnout.
- 94% of employees would stay longer if companies invested in L&D.;
- Teams with low engagement have up to 43% higher turnover.

## What Coaching Provides

- Confidential growth & reflection space.
- Builds confidence and decision-making.
- Strengthens leadership pipeline & future readiness.

## ROI of Leadership Development

- Average \$7 return for every \$1 invested.
- Savings: \$648K–\$1.5M annually for a 1,000-employee company.

## Next Steps

- Identify leaders for 1:1, group, or off-site coaching.
- Focus on quick wins and immediate application.
- Build future-ready leadership pipelines.

## Upcoming Events

- C-TEN Dinner: October 8, 2025 – Orlando
- C-TEN Half-Day Meeting: October 9, 2025 – Orlando