

# HR Professional Coaching Program

## Tailored individual coaching for HR role transitions.

Korn Ferry's HR Professional Coaching Program is designed for experienced HR professionals making a critical transition in their career.

As human resource functions take on greater strategic importance in the board room, HR generalists looking to move into a specialized area will benefit from this highly customized and tailored approach to individual coaching. Equally, those undertaking a senior business partner role for the first time will benefit from examining the particular challenges of this transition in the HR career ladder.

The overall purpose of this program is to build the confidence and competence of HR executives, providing them with customized support and a thought partner to accelerate their time to effectiveness in a new role.

### Key components.

This program is tailored to the individual needs of the executive, the context and current strategic agenda of the executive's organization, and the broader challenges and opportunities facing the executive organization's industry.

- ▶ **Relevant content:** The Korn Ferry HR Center of Excellence provides domain expertise relevant to the executive.
- ▶ **Credibility:** The program is built on what the executive is passionate about and helps him or her create advocacy and prepare for the challenges ahead.
- ▶ **A tailored approach:** Each executive's program is designed specifically for his or her individual needs.
- ▶ **Industry knowledge:** The program will also tap into 40+ years of Korn Ferry's industry knowledge and expertise.

### Who will benefit?

- ▶ Senior level HR executives with at least ten years of experience.
- ▶ HR professionals moving into specialized areas within HR.
- ▶ Chief Human Resource Officers transitioning into new geographic or cultural environments.
- ▶ Executives looking to accelerate their time to effectiveness in a new role.

## **The experience.**

This program is uniquely designed to suit the executive's schedule and needs. It typically consists of five half-day, one-on-one coaching sessions, over a period of three months.

The sessions will take on a highly customized design depending on the HR technical areas the executive is transitioning to. The program addresses real and current business issues through a structured approach by examining business strategies and comparing them with five common strategic archetypes (i.e. innovation, mergers and acquisitions, growth in new markets, customer loyalty, and consolidation or restructuring).

In addition to the face-to-face working sessions, the Korn Ferry technical coach is also available by appointment over phone or email.

## **HR specialist technical skills:**

- ▶ Diversity and inclusion.
- ▶ Employee compensation and benefits.
- ▶ Employee relations.
- ▶ Information systems.
- ▶ Labor relations.
- ▶ Leadership development.
- ▶ Performance management.
- ▶ Organization development.
- ▶ Policy making.

## **Korn Ferry's Senior HR Executive Development solutions.**

Korn Ferry knows senior HR professionals sit at the epicenter of impact, with leadership and influence on organizations' most critical strategic lever: talent. Our comprehensive suite of Senior HR Executive Development solutions is designed to accelerate the contribution of CHROs, senior HR executives, and those driving critical change on senior HR teams.

- ▶ CHRO Impact Program.
- ▶ HR Professional Coaching Program.
- ▶ HR Leader Succession Program.
- ▶ HR Business Simulation.
- ▶ HR Executive to Leader Institute.