



◆ PRACTICE AREA HIGHLIGHT: ◆ LEARNING & GROWTH

Accelerate performance and career growth

The talent lifecycle continues from the attract phase to the grow phase, with thoughtful onboarding to engage and assimilate new hires quickly, and then with investments in continuous development like guided learning paths, leadership programs, and programs that accelerate your people's readiness for the next stage of their careers.

Angela can help ensure that your learning and growth processes advance your people's careers while the experiences connect to your overall company growth needs.

Examples of work in this practice area

- Design an onboarding program that accelerates engagement of new hires
- Build a process to identify and develop critical talent and successors
- Optimize the structure and alignment of your roles and career paths
- Develop a competency architecture with leveling guides and career ladders
- Refine performance management and feedback approach
- Curate a development curriculum across core competencies
- Design internal mentor program and internal rotational programs
- Created leadership development programs for aspiring leaders, new managers, and rising executives
- Create talent review and succession planning process with all necessary guides, templates, and talking points



Angela doesn't take a one-size-fits-all approach. She listens closely, understands the organizational dynamics, and designs agendas and experiences that meet leaders where they are while pushing them where they need to go. Whether leading a division-wide transformation or producing an enterprise-wide leadership summit, Angela brought clarity, structure, and energy that created lasting impact.

Michael C, VP Operations - Energy company

Three Ways to Partner:

- As your *designer*, Angela will create tailored solutions
- As your *facilitator*, Angela will provide structure and support for meetings or present as an expert speaker
- As your *advisor*, Angela will provide expertise and recommendations to enhance your deliverables and navigate complex situations

Investment Options:

- *Retained*: Continuous collaboration for long-term needs.
- *Project*: Time-bound collaboration for short-term needs.

Angela's Commitment:

- Collaborate as partners
- Ensure you shine
- Work in a solutions-based approach

Other Practice Areas

Informed by her experience as a former HR executive, Angela partners with you across the talent lifecycle to architect experiences, practices, and teams that enhance business performance and guide HR transformations. Her other practice areas include:

TALENT ATTRACTION & ACQUISITION

CULTURE & ENGAGEMENT

HR STRATEGY & STRUCTURE