



◆ PRACTICE AREA HIGHLIGHT: ◆

## HR STRATEGY & STRUCTURE

***Drive operational and strategic excellence***

Running HR and talent management can be a lonely place. This mentorship-style service (sometimes called "consigliere") provides you with a safe space to feel heard, to vent, to ideate, to pressure test decisions – all with someone who's been in your shoes and gets where you are coming from. Angela will partner with you to advise on solutions (the what) and importantly on the approach (the how) so you'll feel equipped, prepared, supported.

Additionally, she can help guide the development of your HR/People team strategic plan as well as your team's HR transformation. Based on your organizational needs and team capabilities (current or aspirational), she can redesign your HR operating model and team roles, to maximize your HR team's efficiency, contributions, strategic approach, aimed towards delivering increased business value and impact. Your team will appreciate that she can speak their language and truly understands the HR function as an insider.

### Examples of work in this practice area

- Advise and guide Chief People Officer and HR leaders on approach, thought process, stakeholder management, change approach, and program development
- Prep your talking points and decks; discuss watch-outs prior to an important executive meeting or session
- Pressure testing ideas or decisions before implementation
- Build out HR team purpose, goals, scorecards and accomplishment summaries
- Assess current HR team effectiveness and aspirations
- Design HR team organization and roles, organize HR team meeting structure and cadence
- Facilitate HR team offsites, team building sessions, and skill building workshops



*Angela has helped me significantly. Her advice and recommendations are always spot on and I have always found Angela accommodating and responsive. She also is a very good listener and follows up with a measured response.*

*Rich A, Chief Operations and People Officer, aerospace 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**

**LEARNING & GROWTH**

**CULTURE & ENGAGEMENT**