

HR Coaching System with Don Phin



For the last 20 years I have been speaking to CEO's from Vistage about the great opportunity in Great HR! As a result of understanding the unique needs of the business owners/CEO/President and their HR executive I have put together a coaching program that will support the HR career and company bottom-line.

Goal:

To improve the HR opportunity through increased communication between HR and the executive team.

Method:

Initial Diagnosis (\$1,500) - this is where I do my best to understand the strategic needs of the company and motives and progress of the HR executive/team.

- Executive team takes 15 questions Survey Monkey quiz
- CEO and HR complete new client questionnaire
- Don to study company on Internet (website, Glassdoor, Google, etc.)
- HR executive to take 50 question compliance quiz
- HR executive to take Zero Risk HR personality assessment
- Don to study all the above
- One hour online or phone session with CEO and HR
- HR executive to create initial HR Scorecard and 90 Day Game Plan

Monthly Coaching Sessions (\$300)

- HR executive to create draft HR Scorecard and 90 Day Game Plan for Don's review
- Up to one hour coaching session
- Review 90 Day Game Plan and finalize HR Scorecard
- Report provided to CEO and other executives
- CEO discusses plan with HR in monthly strategy meeting

Desired Results:

- Improved HR practices with bottom line results
- Improved workplace culture and leadership
- Career growth and fulfillment
- Employer of Choice status

This is a unique opportunity. I ask clients to sign up for at least six months to let the process bear fruit.

Given my schedule I limit this opportunity to only 20 client companies at a time. To take advantage of it today send an email to don@donphin.com or call my cell at 619-852-4580 and we can set up a 15 minute call.

Here's to an Inspired Workforce,

Don Phin, Esq.

