

“ High-Impact Consulting Skills for HR Professionals”

Becoming a Better Partner to the Business



This dynamic program helps HR professionals more effectively partner with business leaders to solve organizational problems and improve business performance – skills essential to the success of today’s and tomorrow’s HR practitioners. Specifically, participants will learn how to:

- build and maintain strong partnerships with their internal customers
- identify, analyze and diagnose organizational problems
- develop and successfully implement high-impact solutions
- plan and manage successful change initiatives, and
- counsel and guide your business leaders to higher performance

27



This program has been approved for 27 of the 60 recertification credit hours required for PHR/SPHR/GPHR recertification through the Human Resource Certification Institute (HRCI). All credits meet HRCI’s “strategic” requirements.

(Requires only 1 day per month)

The program is unique in its combining of the three elements critical to successful skill development and retention:

- (1) training
- (2) application, and
- (3) coaching support

Skills learned are cemented through a special project identified by each participant in collaboration with his/her internal customer, and worked in parallel to the training. Support for project work is provided during each training session, and through coaching teleconferences held between sessions. This unique combination of training, coaching and immediate, real-world application provides an unparalleled learning experience!

Who Should Attend: If you are a HR professional who wants to work more effectively with internal customers to identify and solve organizational problems, this program is for you!

**Previous programs
sold out quickly!
Register early!
Questions – Just call.**

Fall 2009 Program Outline

Day 1 (September 10th) -- HR as a Strategic Business Partner

- The internal consultant as strategic partner to the business
- Building and managing the consultant-customer relationship
- The elements and process of consulting

(Two weeks following – small group Coaching Teleconference)

Day 2 (October 14th) -- Organizational Diagnosis

- Systems thinking
- Diagnosing organizational problems
- Creating solutions and “selling” them to your customer

(Two weeks following - small group Coaching Teleconference)

Day 3 (November 12th) – Counseling Your Organization’s Leaders

- Being effective as a “covert” (unofficial) coach
- Guiding leaders to higher effectiveness
- Developing your coaching style and “presence”

(Two weeks following - small group Coaching Teleconference)

Day 4 (December 9th) – Planning and Implementing Change

- Planning and managing change
- Dealing with resistance

Participant Feedback

- “This was a powerful learning experience for both my team and myself.”
- “This is a great program!”
- “The top notch training content, coupled with the special project and practical coaching support, was an excellent format.”

Instructor Background

In addition to being VP of HR & Strategic Development at The Medical Center of Aurora in Colorado, Joanna Groom King is the President of OE international (OEi), a Colorado-based organizational effectiveness consulting firm. For over 18 years Ms. King has been a successful consultant, trainer and public speaker. Previously, Ms. King has held positions such as Vice President of Organizational Development at First Data Corporation, and Vice President of Strategic Development at The HR Management Group.

For additional information or to register, visit www.oeintl.com or see the registration form (below/on reverse).

Info & Registration



“High-Impact Consulting Skills for the HR Professional”

Certified for 27 PHR & SPHR Continuing Education Credits

To ensure an optimal learning experience, class size is limited to 20 participants, so register early!

Schedule – (Fall 2009 Program)

- Four 1-day class sessions;
8:30am – 4:30pm
 - September 10th
 - October 14th
 - November 12th
 - December 9th
- Three small group Coaching Teleconferences

Location

Offices of The Medical Center of Aurora
1501 S Potomac St
Aurora, CO 80012

Cost

Participants receive 4 days of training, 3 small group coaching sessions, all training materials, lunches, and 27 CE credits for only \$1,195⁰⁰.

Credit Card Registration:

Visit www.oeintl.com or complete the registration form below and fax to 303-792-3793

Other forms of payment, please call:

Telephone Registration: 303-748-1504

Mail-in Registration:

Complete the registration form below and mail to:
OEi LLC – Public Programs
P.O. Box 631189
Littleton, CO 80163-1189

Information provided on this registration form will not be compiled and shared – all information is confidential and used for the sole purpose of this registration. Credit Card information is not retained – it is destroyed upon completion of the transaction.



Program: **High-Impact Consulting Skills**

Includes all four sessions – dates listed above.

Name: _____

Company: _____

Phone: _____

Email: _____

You will receive confirmation by email, fax or telephone within 3 days of receipt

Credit Card: Visa MasterCard American Express

Card Number: _____

Expiration Date: _____ / _____ [We will call you for the security code if your issuer requires it]

Billing Address: _____

Total to be charge to the card: \$ _____ (\$1,195⁰⁰ / participant)

Authorized Signature: _____

Or by mail, attach a check **payable** to: OEi, LLC

All registrations are considered confirmed at the time of registration. An administration fee of 6% of the program cost will be charged for all cancellations. No refund on cancellations within 14 days of the program.