



# Career Coaching Program



## Taking leaders to new heights

Over 15 years in human resources – interviewing thousands of impressive individuals – I’ve learned to pick up on the subtle things. It doesn’t take long for me to get a solid idea of where someone’s true passion lies and in what type of role they would likely excel. Call it a sixth sense.

This is a skill I learned in the professional world of HR, helping coworkers navigate confusing points in their career and mentoring those early in their work journey. But it’s a skill I also honed during informal chats over glasses of wine with friends and hours upon hours of studying personality assessments just for fun. It’s a part of my expertise I find to be more like a calling than a strength.

I understand the value of coaching – of bettering yourself with the help and guidance of someone who has hiked that mountain before and who you trust to lead you in the right direction. Through Montani’s Career Coaching Program, this is what I hope to do for any professional who may feel lost, stuck, uninspired, or overwhelmed

with possibilities. There’s a perfect career out there for everyone. Sometimes it just takes some friendly chats over a cup of coffee, a glass of wine, or a tasty brew to know your next best step.

### Montani’s Career Coaching Program provides:

- Affordable one-on-one coaching session(s) with an HR expert.
- Guided review of personality test results that may provide clarity on your priorities and ideal work environment.
- A personal development plan – and an accountability coach who will hold you to it.
- Job search assistance, resume enhancement/customization, and interview preparation and practice to effectively position you for your dream job.
- Salary negotiation guidance and best practices for how to approach this with your leader.
- An unbiased third party to weigh in on how best to navigate difficult work relationships.

*"I began working with Katherine at a point in my career when I was short on options and unclear about which step to take next. She took time to understand who I was, what my unique skills and passions were, and connected me to an opportunity that put me on a new trajectory in business and in life. When working with Katherine, you'll find someone who is committed to your success and capable of helping you navigate new and challenging seasons of your career."*

*"Katherine's knowledge of both career coaching and HR make her an invaluable resource. When I decided to resign from a high-visibility role, she guided me on how best to leave on great terms. Katherine not only helped me make the right choices by removing emotion from my decision-making, but held me accountable for the actions I needed to take to handle the delicate situation in the best way possible."*



**Justin Risedorf**  
Director of Product Management in  
the e-commerce billing industry



**Amy Bedingfield**  
VP in the healthcare  
technology industry



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