



## Hybrid Coaching – Mentoring Process for HR Leaders and HRBPs

The evolving landscape of talent, skills and AI is reshaping Talent strategies, with HR leaders playing a crucial role. Our Hybrid Coaching-Mentoring approach empowers HR professionals to accelerate growth and deliver value through a blend of self-discovery and expert guidance. With personalized support, we help align Talent goals with business objectives for lasting impact.

### The need

The rapid evolution of skills, Gen AI, and shifting workplace expectations, combined with increased volatility, are creating new challenges for organisations. In HR, the strategic importance of Talent has grown, with innovative approaches to understanding and leveraging it, taking centre stage. This focus on Talent has shaped, and continues to shape, the roles of Strategic HR Business Partners (HRBPs) and Heads of HR as key orchestrators, helping clients meet objectives through a progressive Talent agenda. While responsibility for Talent strategies and solutions may be distributed across different groups within HR, the accountability for delivering effective Talent transformation remains with Heads of HR and HRBPs. They must achieve this while balancing short- and long-term needs, all amidst competing pressures, and deepening their strategic understanding of Talent and how to engage with it. Now, more than ever, HRBPs have a unique opportunity to transform their work and deliver greater value to their clients.

### Why Hybrid Coaching – Mentoring?

Coaching is a collaborative process that empowers individuals to achieve their personal or professional goals through guided self-discovery and direction. Talent mentoring provides thought leadership and a wealth of tested experiences, offering valuable ideas and strategies to create impact in Talent management. Together, these two approaches create a powerful “parallel growth” journey, helping HR leaders reach their growth targets through self-discovery and a grounded perspective, while accelerating both learning and results.

### Hybrid Coaching – Mentoring Process

1. **Get to Know and Set Expectations (free):** A 30-minute meeting to discuss your current focus areas, challenges, and potential goals. By the end of the session, we aim to identify tangible goals to work toward together.
2. **Hybrid Coaching – Mentoring sessions** (series of 3 or 6 sessions)
3. **Written Summaries:** Short summaries will be sent after each session to encourage reflection and transformation between sessions.

### The Approach

Set a clear goal; take time to think and grow; follow through

**Get in touch. Learn more. Make your choice.**

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