

Manuela Forno presents:

# NEWS FROM CROSSROADS

CROSSROADS-PROFESSIONAL  
GUIDANCE

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## An HR Partner for your HR people

### WHAT IS AN EFFECTIVE HR PROFESSIONAL ?

Like all effective HR professionals, you are convinced of the benefits of your own services on the population within your company. As an HR dedicated employee, your role is:

- to make sure the values of your company are endorsed
- to protect them against any form of discrimination and make sure they are respected
- to ensure they have the best possible environment in order to help them and the company to grow.

In order to achieve those goals, you have to be knowledge, creative, impartial, but, above all, “**humanly**” **available** to any members of your company.

Now, while you give your time, your energy and availability to others, **who will do this for you**, for your own department, when you are faced with the same situation ?

After all, the French proverb is particularly true for HR professionals: “Les cordonniers sont les plus mal chaussés.”

**Should the cobbler's children continue then to go barefoot ?**



*“If this service would have existed before, it would have made a difference in my life and in the quality of my work”*



Sowing the seeds...



Manuela Forno

#### WHY THIS SERVICE ?

After 13 years spent in HR departments of several multinationals, I have experimented this same frustration of not having the possibility to talk to a neutral, impartial and professional person whenever I had to face or live difficult situations.

After 6 years spent as an independent HR Consultant, I collected an important number of testimonies from HR professionals who, suffering from stress, at times burn-outs, could do nothing else but go on a sick leave, resign, or give up about making a good job according to their values.

Number of people said to me how much they would have appreciated the presence and availability of a person to listen to their problems, to unload some of their stress, to share their concerns, but they were not doing so because of the lack of a neutral business partner. As someone said to me: "this would have made a difference in my life and in the quality of my work".

#### WHAT DO WE OFFER ?

Today, Crossroads can offer you this guidance for your own HR community. As

an experienced HR professional, Manuela Forno can assist any member of your department to deal with issues encountered at work: work overload, tensed relationships, lack of motivation, personal issues, and this on a complete confidential basis.

**Offer your department hours of free assistance and support. This will help them address personal and work-related issues before they affect job performance. And you will help your department increase overall morale and satisfaction, decrease absenteeism, reduce turnover.**

This coaching can be done **by phone or in one to one sessions**, it is really up to your staff requests; Crossroads remains flexible in its approach so as to respond to your needs at best !

#### HOW MUCH DOES IT COST ?

How much does it cost ? Here again, it is really depending on the size of your department.

The indicative price is based on an hourly rate of CHF 250.- (ex. TVA) and we offer our service in a pack of 6 or 12 months.

Let's have a talk and see together how we can integrate this benefit into your HR community, at your best interest !

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