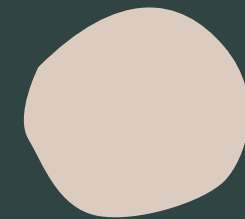


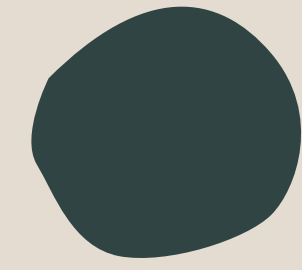
Career & Talent Development
Consulting for Organizations

Support for mid-senior
professionals, managers and HR
business partners.



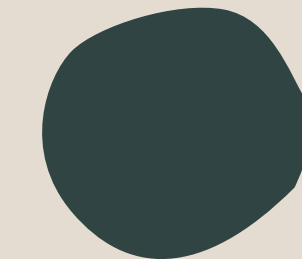
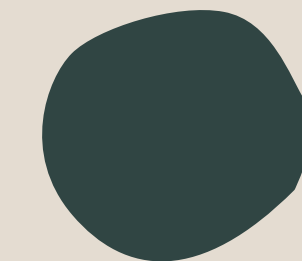
Contact

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info@annaszywala.com
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Coaching and Talent Strategy

Anna Szywała





About

I provide targeted, temporary support for HR teams, leaders and growing organizations in the areas of Talent Management, leadership development and organizational culture.

Explore how I can support your team - or book a short introductory call to discuss your needs.



Who This Offer Is For

HR Managers

Who need additional support and a fresh, structured perspective in Talent Management.

Business Owners and Leaders

Who want to strengthen people practices and organizational culture in a growing company.

People Managers

Who are looking for tools that support engagement, development and motivation within their teams.



Areas of Support

I support your team through **consulting, coaching, workshops, trainings** and **project execution** in the following areas:



Leadership & Manager Support

- Giving feedback and navigating difficult conversations
- Delegation and workload management
- Supporting Hiring Managers - how to attract and retain talent
- Building team culture and collaboration

Talent Management & Succession Planning

- Identification of key roles and key talent
- Competency mapping
- Individual development planning
- Support for HRBPs and leaders in talent discussions and assessments

Change Management Support

- ADKAR-based interventions and training
- Preparing leaders to communicate change
- Supporting employees through transitions
- Reducing resistance and maintaining engagement



How the Collaboration Works



1. Defining the needs

We begin with an initial consultation to clarify goals, expectations and the scope of work.

2. Transparent proposal

You receive a tailored, clear offer - with no hidden costs.

3. Joining your team

I temporarily support HR and managers as an external Talent Partner.

4. Delivering the work

I deliver the agreed scope - strategic projects or ad-hoc support.

5. Closing the collaboration

We close the project in a way that allows your team to continue using the tools and outcomes independently and sustainably.



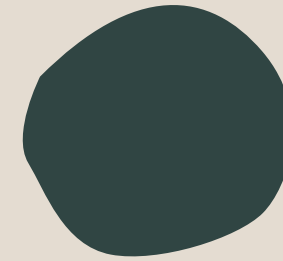
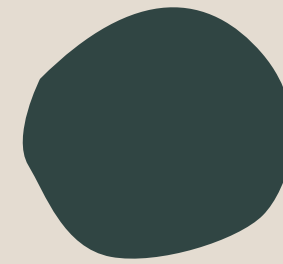
What You Can Expect

- Evidence-based approach rooted in psychology, change management and talent frameworks
- A structured process with clear outcomes
- Practical tools your team can use immediately
- A focus on clarity, alignment and measurable results

My approach is structured, evidence-based and focused on clarity, sustainable progress and practical outcomes.

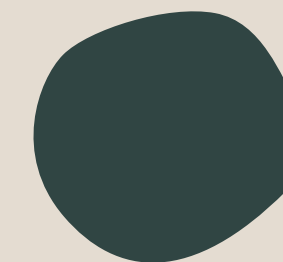
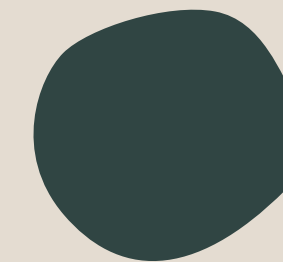


Anna Szywała



Coaching and Talent Strategy

Anna Szywała



About Anna

- 12+ years of experience in international organizations (HR, Talent Management, recruitment)
- Practical experience in leading projects from strategy to implementation
- Knowledge of established methodologies
- Change Management practice (ADKAR – Prosci)
- Coach certified by Erickson Coaching International (ICF)
- Experience in designing and delivering trainings and workshops
- Hands-on experience in competency assessments and professional feedback