



**"Bringing Out the Best in People"**

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**Rachel Choppin: Principal, HR 4 You**

**Instructor: UCLA, UC Davis and UCI Extensions**

## **Testimonials: Training**

### **Business Ethics and Ethics for HR Professionals**

"Rachel did an outstanding job presenting the material and engaging a very diverse group of students. Her high-level of professional knowledge was clearly apparent. Rachel expended a great deal of energy and time providing personal support and encouragement. Rachel is a very skilled and knowledgeable instructor who can successfully deliver instruction on a variety of subjects to professionals of all levels."

***--Dean Roche, MA, SPHR, Sr. Human Resources Advisor, Ching & Associates***

"I have co-taught "The Fundamentals of HR Management" and "Ethics for HR Professionals" through the UCLA Extension program with Rachel as well as witnessed her speak at various PIHRA and other academic/professional organizations through the years. She has an excellent ability to communicate information in a manner that is unique and educational for the audience."

***--Michael Walters, Business Partner, Microsoft***

### **Coaching for Performance and Mentoring for Success**

Rachel is a one-of-a-kind teacher, mentor, and coach. She takes the time to listen and learn where her students are. She then works with them to develop achievable milestones so they can map their approach to their life goals. Rachel's personal style of teaching and coaching has helped me achieve my goals faster than I thought possible, and with a richer degree of satisfaction than I anticipated. Thank you, Rachel!

***--Rebecca Wilkinson, Procurement Officer, NASA Management Office***

### **Navigating Organizational Politics and Corporate Savvy**

"Rachel is a Master Teacher because she speaks from the heart. I loved her flip charts and her constant follow-up and follow through."

***--Marie von Zabern, Program Management Operations, Strategic Planning & Execution PM, Support Systems Integration, Boeing Long Beach***

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"Great Instructor, very inspiring! I appreciated the extra time and effort she put in preparing the materials for this class and providing us with more information if we asked for it."

***--Kristina Smith, Test Engineer, Boeing Huntington Beach***

"Rachel's deep subject knowledge, thorough preparation, and expert facilitation skills quickly engage participants and guide them through a very meaningful learning experience. She asks good questions, listens well and keeps things relevant and practical".

***--Donna Weeks, Senior Training Consultant, UC Santa Cruz***

### **Performance and Change Management**

"Rachel has led a number of management training courses for Newegg in 2006, on a number of areas, including conducting effective interviews and performance management. Her courses received very favorable reviews from all participants."

***--Jonathan Han, Vice President, Newegg.com***

"This course and the way it was presented was genius. I experienced first hand what everyone goes through when presented with change and was forced to go through the whole process which was very rewarding. I learned that to lead/manage change, I have to be able to learn how to change myself/experience change."

***--Vivian Ostreika, Director, Regional Network Operations Center, Time Warner Cable***

"This is an emotionally challenging course that is not for the faint of heart. Rachel's bold approach of learning by doing provided a memorable learning experience that would not be possible through a traditional lecture."

***--Gavin G. Erie, Lead process Engineer, Chevron Products Company***

### **Manage Yourself Maximize Success and Work-Life Balance**

"Rachel Choppin is the consummate professional and her passion for helping people builds the connection between their careers and personal life is exemplified through her course, Manage Yourself, Maximize Work-life Balance. Her course brings great value to our employees and is one of the more popular courses within our Career Development program series. She views each individual as a whole person and helps foster confidence in creating their own future."

***--Kristin Mortensen, Career Counselor and Manager of the City of Sacramento Career Development Program & Wellness Program***

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## **Strategic Career Design and Career Tune-Up for Uncertain times**

"Rachel is an outstanding instructor. She encourages everyone to get involved and get the most out of each session. The resources and tools she introduced are applicable to my work and personal life. I will recommend this course to others."

***--Sheila Lightsey, Manager, Workforce Development, Boeing El Segundo***

"Thanks to Rachel Choppin for not accepting the ordinary in her course presentation, requirements and students. She expects the participants to set goals and achieve them, uses every opportunity as learning experience and points out little details that if we pay attention to them will make vast differences in our future."

***--Deloris Martin, Manager, Test Ground Equipment Software, Boeing El Segundo***

"I truly appreciate your dedication to your students' growth and to helping us all uncover our unique blend of skills, values and motivations. Your PASSION for your career is contagious. Thank you also for your generosity of time and resources."

***--Nancy Paul, Public Relations/Community Affairs Strategist, Thousand Oaks***

## **Testimonials: Consulting and Coaching**

"Rachel has worked with us on multiple projects. She assessed our situation quickly and took action. She recruited and installed an HR manager for us. Rachel helped us in the process of consolidating a number of business units, realizing cost savings and establishing a positive HR presence. She took the bull by the horns, working with a team of executives and managers to create and implement a whole new performance review process. We moved effectively from strategy to implementation and got a lot done in a short amount of time.

We got more than our money's worth!

Rachel has a tremendous amount of insight and experience. She is very hands-on and not afraid of a challenge. Her counseling background makes her extremely effective in dealing with tough management issues, introducing new programs, restructuring, conflict resolution, and change and performance management. Rachel knows when to step up and take charge and when to step back and let inside people take the lead and become better managers and leaders in the process. She is a very effective, reliable and independent consultant, executive coach, and change agent. This is a rare talent."

***--Tom Borys, COO Film Operations and Eric Lange, Senior VP Human Resources, Nielsen Group***

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"HR 4 You has done an extremely good job at providing strategy and structure for the Human Resources Departments that reported to me in three different companies. They put in place policies and procedures consistent with our business needs and company culture while also keeping us in legal compliance. Rachel's approach is practical, direct, and effective. I will use her services again and recommend her highly."

**-- Lewis Stanton, President, Stanton Associates**

"I have worked with Rachel for the past 10 years in change and performance management and executive coaching. She is equally effective in both start-up projects as well as the complexities of a \$4B corporation. Through them all, her ability to connect with people, understand business needs, and craft effective people solutions has been among her strongest assets to each organization. She is an excellent mentor, coach, and ambassador of human capital management."

**-- Michael Walters, Senior Human Resources Manager, Microsoft**

"HR 4 You helped our company, Tonos, with its recruiting at a difficult time. They were tenacious, diligent, and effective in finding out what we needed, and bringing them to our company. HR 4 You is particularly strong in dealing with challenging situations and complex dynamics of change. Rachel understood the CEO's needs and her coaching style was very valuable to him. She has a great deal of credibility. I will use HR 4 You again for challenging HR situations."

**-- Richard Lewis, CFO, Sidney Kimmel Entertainment, Formerly SVP and CFO, Tonos**

From Rachel, I have learned how to manage difficult, sometimes volatile and litigious employee situations. She tailored her coaching program to meet my individual needs, background, and skill-set. She provided insight, knowledge, and a methodology that helped me examine the courses of action I could take, allowing me to make the actual decisions.

**-- Rosemary Hintz, Senior Human Resources Manager, Medtronic**

**For more testimonials on Rachel's work please go to <http://www.linkedin.com/in/hr4you>**

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