



Mary Cosgrove, SPHR is founder and principal of **What's Working Well?™**.

As a Senior HR consultant, Mary uses time-tested tools and methods to **"create work that works"**. What's Working Well?™ promotes the principle that something **is** working in every situation. Through co-exploration, Mary helps her clients to discover what works and to amplify their strengths to create energetic and powerful organizations.

Mary's ideal clients include businesses, which are in need of expert advice and counsel related to employee relations, development and organizational realignment and change.

Recent contracts include:

- Individual and leadership coaching including outplacement
- HR contract work including hot line investigation
- Employee relations
- Compliance and operator training
- HR coaching
- Recruiting
- Team building
- Project Management - HR start-ups

Through her coaching processes, Mary thoughtfully guides her clients enabling them to clarify skills, strengths, and development potential to improve their performance and effectiveness in work and life. Among her many certifications, she has integrated the best practices of these programs in her consulting and coaching:

- Coaches Training Institute
- Appreciative Inquiry –organization and community change process
- The Looking Glass Experience – 360 degree feedback
- Neuro-Linguistic Programming

In addition to her work with clients, Mary shares her extensive industry knowledge and experience with aspiring HR Professionals as a Professor of Human Resources at Webster University. As an avid volunteer, she currently serves our community by hosting the Salt Lake City Job Club public meeting twice a month at the Draper Public Library and by coaching HR Professionals at Salt Lake SHRM Job Continuation Workshops.

M.A., Labor and Industrial Relations, University of Illinois, Champaign, Illinois

B.A., Political Science with Distinction, University of Colorado at Denver, Denver, Colorado

For more about Mary Cosgrove and What's Working Well?™ go to www.whatsworkingwell.com.