

NeoHR Company Profile & Brochure

A comprehensive overview of NeoHR Consulting Group, our DrivePath Methodology™, coaching programs, à la carte services, and digital products — designed to help potential clients understand how we transform careers.

NeoHR Consulting Group

Your Career, Mastered.

At NeoHR Consulting Group, we believe that career success isn't accidental - it's engineered. For over 20 years, our founder Christina Smith has helped professionals at every stage navigate the complex landscape of career transitions, from landing their first job to stepping into executive leadership. We combine deep HR expertise with a proven, structured methodology to transform careers - not just resumes.

Our Mission

To empower professionals with the clarity, strategy, and tools they need to build careers they love. We don't just help you find a job - we help you build a career identity that compounds in value over a lifetime.

The NeoHR DrivePath Methodology

Every engagement at NeoHR is grounded in our proprietary **DrivePath Methodology** - a four-stage framework that mirrors the journey of professional growth. Whether you're a new graduate or a seasoned executive, every service we offer maps to one or more of these stages:

Drive - Discover Your True North

Before you can move forward, you need to know where you're going - and why. In the Drive stage, we help you uncover your core values, define your vision, and gain the self-awareness that forms the foundation of every great career decision. This is about alignment: making sure your career path reflects who you truly are.

- Values and vision clarification
- Career identity audit
- Strengths and story articulation
- Motivation mapping

Path - Chart Your Course

With clarity comes direction. In the Path stage, we translate your self-discovery into a concrete, actionable career roadmap. We identify the gaps between where you are and where you want to be, and build a strategic plan to close them - skill by skill, milestone by milestone.

- Strategic career mapping

- Gap analysis and skill planning
- Target role and company identification
- Milestone-based progress tracking

Ascent - Build Your Visibility & Brand

Having a plan isn't enough - you need to be seen. In the Ascent stage, we craft the personal brand assets and visibility strategy that position you as the obvious choice. Your resume, LinkedIn profile, and digital presence become powerful tools that open doors before you even knock.

- Resume and cover letter optimization
- LinkedIn profile transformation
- Digital brand package development
- Thought leadership and content strategy
- Networking accelerator frameworks

Impact - Interview, Negotiate & Land

This is where preparation meets opportunity. In the Impact stage, we equip you with the interview mastery, negotiation skills, and confidence to not just land the offer - but to secure the compensation and terms you deserve. Your impact compounds with each successful transition.

- Mock interview preparation (behavioral, technical, case, executive)
- Salary and offer negotiation coaching
- Interview strategy and storytelling
- Onboarding and first-90-days strategy

Who We Serve

NeoHR works with professionals across industries and career stages. Our programs are tailored to your unique situation:

Coaching Programs

- **Career Accelerator** - For mid-career professionals ready to break through to the next level. A comprehensive, multi-week engagement covering all four DrivePath stages.
- **New Grad Launch** - For recent graduates entering the workforce. We help you build your professional foundation, land your first role, and start strong.
- **Career Pivot** - For professionals changing industries or functions. We help you reposition your narrative and make the leap with confidence.
- **Leadership Coaching** - For emerging and current leaders. Develop the executive presence, strategic thinking, and management skills that drive team and organizational success.
- **Executive Transition** - For senior leaders navigating role changes, executive searches, or C-suite moves. High-touch, discreet, and strategic.

- **Biotech Pathways** - A specialized program for professionals in or transitioning into the biotech and life sciences industry.

À La Carte Services

Need targeted help without committing to a full program? Our à la carte services are designed for quick, high-impact wins:

- **Resume Rewrite** - A recruiter-optimized resume that gets past ATS systems and into the hands of hiring managers.
- **LinkedIn Refresh** - Transform your profile into a magnet for recruiters, opportunities, and connections.
- **Digital Brand Package** - A complete personal brand overhaul: resume, LinkedIn, cover letter, and digital presence.
- **Career Clarity Session** - A focused deep-dive to gain direction and a personalized roadmap.
- **Interview Strategy** - Master behavioral interviews, case studies, and executive panels with proven frameworks.
- **Mock Interview** - Realistic practice sessions with detailed feedback and scoring across question types.
- **Job Search Jumpstart** - A structured system to organize and accelerate your job search.
- **Networking Accelerator** - Frameworks and scripts to build authentic, high-value professional relationships.

Digital Products

Self-paced tools and resources for the independent professional:

- **Career Atlas** - A comprehensive digital guide to mapping your career trajectory.
- **Career Accelerator Lab** - An interactive toolkit for self-directed career growth.
- **Career Foundations Bundle** - Essential resources for building a strong professional foundation.

Why NeoHR?

Real HR Expertise

Unlike most career coaches, Christina Smith brings 20+ years of actual HR experience - hiring, recruiting, and building teams at companies of all sizes. When she tells you what hiring managers are looking for, it's not theory. It's insider knowledge.

The Fractional Recruiter Advantage

As a fractional recruiter, Christina actively places candidates with companies. This means she has real-time, on-the-ground intelligence about what's happening in the market - which roles are opening, what skills are in demand, and how companies are thinking about compensation. That intelligence flows into every coaching engagement.

A Methodology, Not Guesswork

The DrivePath Methodology isn't a collection of generic tips. It's a structured, proven framework that has been

refined over two decades and applied across hundreds of career transitions. Every session, every resource, and every exercise maps to a specific stage of your journey.

Personalized to You

We don't do one-size-fits-all. Your career is unique, and your strategy should be too. Whether you're in a full program or a single service, everything is tailored to your industry, goals, experience level, and personal circumstances.

How We Work

Every NeoHR engagement follows a structured yet flexible process:

- 1. Discovery & Intake** - We start with a deep-dive conversation to understand your goals, challenges, and current state. You'll complete a tailored intake form so every session is maximally productive.
- 2. Strategy Development** - Using the DrivePath Methodology, we map out your personalized career strategy with clear milestones and timelines.
- 3. Execution & Coaching** - Through one-on-one sessions, deliverables, and continuous feedback, we work side-by-side to execute the plan - adjusting as you grow.
- 4. Impact & Beyond** - We don't just help you land the role. We set you up for success in the first 90 days and beyond, with resources and frameworks you'll use throughout your career.

Ready to Get Started?

Whether you're feeling stuck, ready for your next big move, or building your career from the ground up, NeoHR is here to help you get there - faster, with more confidence, and with results that last.

Book a free strategy session - no pitch, just real value. We'll discuss where you are, where you want to go, and the best path forward. Whether or not we work together, you'll leave the conversation with clarity and a next step.

NeoHR Consulting Group · DrivePath Methodology - Drive · Path · Ascent · Impact

WANT MORE PERSONALIZED SUPPORT?

Ready to take your career to the next level?

NeoHR works with professionals at every stage - from resume rewrites and LinkedIn optimization to mock interviews, negotiation coaching, and full Career Accelerator programs.

Ready to Build Your Leadership Pipeline?

Contact us for a customized proposal [Here](#) or email info@neohrus.com