



RedFish CONSULTING

Kathy Jung, MA
Senior Consultant, RedFish Consulting, LLC
www.redfishconsulting.com

With over 15 years of strategic HR management consulting experience, Kathy is just as comfortable developing a training solution as building processes and structures that support business success. Kathy brings energy and passion to every project. She has created numerous talent management systems, including selection/hiring, succession management, and performance management systems. Emphasizing engagement and communication, Kathy attacks organizational problems by addressing root causes and building solutions that are practical and sustainable. Kathy believes that the key to success is being able to ask the right questions and gathering the input of people affected by change.

Kathy provides a range of solutions in the areas of employee engagement, training and development, and talent management. She has experience in the high tech, government, consumer product, professional services, law enforcement, retail, and healthcare industries. Prior to joining RedFish Consulting, she worked with Karen May at Terranova Consulting Group and Human Resource Solutions. Kathy also worked as Executive Consultant in HR at the Northern California regional offices of the Kaiser Permanente where she led a number of high profile projects including designing and implementing a performance management system for 13,000 non-union managers and employees.

Kathy received her MA in Industrial/Organizational Psychology from the UC Denver and her BA in linguistics and psychology with a specialization in business administration at the University of California, Los Angeles. Kathy is currently serving on the Board of the Shih Yu-Lang Central YMCA in the Tenderloin (San Francisco). For more details, email her at kathy@redfishconsulting.com or call 415-256-2444.

Selected Engagements

- Designed and implemented performance management systems that facilitate performance discussions between managers and employees and reinforce organizational priorities
- Designed and implemented succession management program
- Created experiential and practical training and orientation programs and materials
- Assessed leadership fit and capability for leadership-level job candidates
- Conducted HR assessments to evaluate effectiveness/efficiency of HR functions through interviews with HR employees, operations, and organizational leaders, review of survey results, policy manual review, file review
- Facilitated workgroups focused on HR redesign
- Designed and conducted assessments (i.e., skill, knowledge, employee opinion and attitudes)
- Advised leadership team on actions to address morale issues based on organizational assessments
- Designed selection processes including job requirement identification and development of interview questions and other assessments