



## Alia Merriman | Executive Coaching Success Story

Alia Merriman, a highly experienced Human Resources executive, faced one of the toughest moments of her career—unemployment and self-doubt. With KLR Consulting’s coaching, she not only regained her confidence but also secured her dream role.

She is currently Manager of Talent Development at a clinical-stage vaccine innovation company.

### Rebuilding Confidence After a Layoff

Her new position is her ideal job, but getting here was quite a journey. Alia was laid off from her previous HR role, and found that the job search was taking a toll on her confidence. “It’s so stressful, especially when you’ve got a family to support. You start to get anxious. Worse, you start to doubt your abilities.”

Even seasoned professionals like Alia can find career transitions challenging and overwhelming.

This is where Executive & Transition Coaching can be a lifeline.

### The *Right* Job, Not Just Any Job How Coaching Transformed Alia’s Search

“The interview process, and the rejection that naturally comes with it, can mess with your confidence,” says Alia. She notes that often you don’t learn why you were rejected for any given job, so you can’t adjust your approach.

“Kristi immediately made me feel like I could do this, that it was possible to get not just any job, but the RIGHT job!”

Alia says that she was impressed by Kristi’s balance of both soft and hard skills. As they worked together, Kristi’s external, objective viewpoint helped Alia to shift her perspective on her search. “A big bonus is that Kristi has C-level experience herself, so she knows what executives are looking for in potential hires.”

One of the things the two worked on was interviewing skills, with exercises, potential questions, and role-playing drills.

### Alia Merriman, Manager of Talent Development

**Industry:** Biotech/Human Resources

**Challenges:**

- Experiencing loss of confidence
- Needed to find the right fit position
- Needed clarity around goals

**KLR Solutions:**

- Executive/Transition Coaching
- Presentation Skills Coaching
- DiSC assessment
- Job search strategy and support

**Benefits of KLR Programs:**

- Strategies to reduce anxiety from job interview rejection
- Increased confidence
- Improved communication
- Landed her perfect position
- Happier & less stressed



“With Kristi’s help I was so much better prepared for the interview process. I was more confident in my skills as a talent development leader, but also in my ability to handle any interview situation.”

Just as important, Kristi helped Alia evaluate the various jobs, acting as a sounding board. “She was able to help me see where there were yellow or red flags based on things the various interviewers said or other information about a company.” This allowed Alia to relax a bit and keep searching, rather than taking the first or second job offer that came up.

Alia emphasizes how important it is to not take a job out of fear but to hold out for the right job. “With Kristi’s support, I realized that I could, and should, wait for the right position to come along.” Plus, she is in the job for the long haul, not looking to hop around.

## DiSC Assessment & Presentation Skills

Kristi took Alia through the Everything DiSC personality assessment as part of clarifying Alia’s goals. “It helped me identify my strengths, how I prefer to work, and consequently, what kind of organization or team would be my best fit.” Alia says that she was also able to use what she learned to better recognize what each interviewer needed from her. “Did they just want the facts, or did they want more detail? Knowing the DiSC gave me a bit of insight that I could use to communicate more clearly.”

The interview process for the job Alia ultimately accepted was long and “pretty intense, including doing a 10-15 minute presentation, with a slide deck, for about ten people!” Kristi helped Alia prepare for the presentation, which helped build her confidence.

## Alia’s Perfect Fit

Alia points out that it’s not uncommon to not hear back from a company after an interview, “even when you are overqualified for the position, which can make you start to question yourself and your abilities. Kristi made me feel confident and reminded me that I deserve to be where I am.”

Alia is thrilled with her new, executive position and happy at the company.

“You know, it’s a company that I’m really proud to work for, and I connect to their mission.” Alia’s increased confidence makes taking on these new challenges doable and rewarding.

She says, “I would recommend Kristi to anyone looking for a job, making a career shift, or even considering getting into a leadership role. She will build your confidence in your abilities and help you identify your values and goals. She is so compassionate and caring, yet she will also hold you accountable!”

If you’re navigating a career transition, facing self-doubt, or looking to sharpen your leadership skills, KLR Consulting can help! Reach out today to start your transformation:

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*“Working with Kristi,  
I regained my  
confidence and landed  
a job I love with a  
wonderful company  
whose mission I  
totally support.”*

*~Alia Merriman, Head of  
Talent Development*