

## David Hughen



Founder and CEO of Austin WorkNet, a strategic human capital consulting firm. Most recently, David served as Cofounder of Austin HR, having successfully sold that firm to Asure Software in 2018. He brings almost 30 years' experience driving creative human resource strategies and solutions. Over the past fifteen years, his firms have provided HR services to over 1,000 organizations in the Central Texas region adding significant value to their operations and positively impacting their bottom line. David's emphasis is on optimizing employee commitment and productivity—linked to the organization's strategic business goals. He has the rare advantage of partnering with a number of early to mid-stage companies in a consulting capacity as well as leading human resource operations of prestigious companies such as Applied Materials, Exterprise, ClearCommerce, NEC Electronics and HelioVolt in a variety of industries — including public sector, nonprofit, semiconductors, internet, software, hardware and clean technology.

Executive coaching expertise and process: David's executive coaching services are designed to help clients move towards peak performance – creating a balance between the personal and professional aspects that shape them as a person (how the leader is wired and perceived). The emphasis of his work is clarifying potential and placing it onto the canvas of high performance and meaningful fit to the work landscape. The typical methodology includes:

1. Establish ground rules of coaching process – mutual responsibilities between coach and executive to ensure a productive relationship. An overview of the approach will be covered in that kickoff meeting.
2. The agreement between coach and executive is that the executive must be an active participant throughout and accept responsibility for his/her long-term professional development based on outcomes identified through the engagement.
3. The core process typically includes a behavioral assessment and 360 interview data. This combination of content provides core insight to launch the coaching process.
4. A coaching schedule will be established in order to work with the executive in addressing top developmental opportunities.
5. Ultimately, the goal of the coaching relationship is to assist the executive in achieving personal peak performance and, by extension, their team. Having an additional awareness of how they're perceived by their key internal customers, along with improved self-recognition, puts the leader on a solid path of professional development.

David holds a number of certifications as well as Bachelor and Master of Science degrees in Human Resources and Organization Development.