



HUMAN RESOURCES BUSINESS PARTNER

CATHY DOMSCH

As an HR Business Partner, Cathy brings a forward-thinking approach to Human Resources, aligning people strategies with organizational goals to drive performance and engagement.

www.cathydomsch.com

CULTURE-DRIVEN, STRATEGY-LED

HR THAT WORKS WITH YOU

HR Business Partner (HRBP)

CATHY DOMSCH

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WHAT IS AN HRBP?

An HRBP is a strategic role within Human Resources that focuses on aligning HR practices with the goals and culture of the organization.

Unlike traditional HR roles that may be more administrative, HRBPs work closely with leadership to drive performance, engagement, and organizational effectiveness.



Cathy Domsch – HRBP



Born and raised in Atwood, Kansas, Cathy has always been deeply connected to the heart of rural America, a place she still proudly calls home. This connection ignited her passion for community foundations and their transformative impact on rural communities.

As the first Executive Director of the Bird City Century II Development Foundation, she led strategic initiatives that fueled economic and infrastructure growth. In 2008, under Cathy's leadership, the BCCII board of directors rebranded as the Greater Northwest Kansas Community Foundation. This change aligned with her vision of creating a regional community foundation that fosters collaboration among northwest Kansas communities for shared growth and success.

After two decades in the public sector, Cathy transitioned to the private sector, taking on the role of Business and HR Manager at SurePoint Ag Systems. Her time there further inspired her, as she witnessed firsthand how a positive organizational culture drives business success and employee retention. After 18 months, Cathy embraced her entrepreneurial spirit and launched a career as a business coach, continuing her collaboration with SurePoint as their HR Business Partner.

Today, Cathy thrives on helping individuals and organizations achieve growth and success. Passionate about fostering healthy workplace cultures, she empowers businesses to create environments where employees feel motivated and engaged. Cathy has found her calling in teaching and supporting others to reach their fullest potential—in life and work.

Inside the HRBP Role

STRATEGIC ADVISOR TO LEADERSHIP

- Partners with executives and managers to align HR strategies with business objectives.
- Helps shape organizational culture and leadership practices.
- Advises on workforce planning, succession, and talent strategy.



CULTURE & CHANGE CHAMPION

- Supports cultural transformation initiatives.
- Facilitates change management and communication strategies.
- Ensures HR practices reinforce desired values and behaviors.

PERFORMANCE & DEVELOPMENT CONSULTANT

- Identifies leadership and team development needs.
- Designs and delivers coaching, training, and development programs.
- Helps build high-performing teams through feedback and goal-setting systems.

PROBLEM SOLVER & CONNECTOR

- Diagnoses organizational challenges (e.g., misalignment, disengagement, turnover).
- Connects people strategies to business outcomes.
- Builds bridges between departments, leadership, and HR functions.

METRICS & IMPACT FOCUSED

- Uses data to inform decisions and measure impact.
- Tracks engagement, retention, and performance trends.
- Adjusts strategies based on feedback and results.



HRBP Framework

PHASE 1 – DISCOVERY & ASSESSMENT

Understanding the organization's current state, leadership dynamics, and desired culture. This phase includes stakeholder interviews, organizational diagnostics, and cultural assessments.

PHASE 2 – STRATEGIC PLANNING

Collaborating with leadership to define priorities, clarify roles, and set goals. Developing a roadmap that aligns HR initiatives with business objectives.

PRODUCTIVITY
IS
POWER



PHASE 3 – IMPLEMENTATION SUPPORT

Providing coaching, training, and tools to build leadership capacity and improve team performance. Supporting change management and communication strategies.

PHASE 4 – ONGOING PARTNERSHIP

Regular check-ins, feedback loops, and adjustments to stay aligned with evolving needs. Ensuring continuous improvement and sustained impact.

Common Pain Points an HRBP Can Help Solve

LEADERSHIP MISALIGNMENT

Lack of clarity or cohesion among leadership teams can stall progress and create confusion across the organization.

CULTURE DRIFT

When company culture no longer reflects the values or behaviors leadership wants to promote, engagement and retention suffer.



REACTIVE HR PRACTICES

Organizations often operate in crisis mode, addressing issues only after they arise instead of proactively building systems and support.



RESISTANCE TO CHANGE

Change initiatives often fail due to lack of buy-in, unclear messaging, or inadequate support for leaders and teams.

TALENT DEVELOPMENT GAPS

Without intentional leadership development and coaching, high-potential employees may stagnate or leave.

INEFFECTIVE COMMUNICATION

Poor communication between departments or leadership and staff can lead to misunderstandings, low morale, and missed opportunities.

Let's Connect!

If you're interested in exploring how we can collaborate to elevate your organization's HR strategy, I'd love to hear from you.

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SCHEDULE A DISCOVERY CALL

Click [here](#) to schedule a 30-min discovery call with Cathy.
No charge.
No strings attached.

THANK YOU!

Thank you for considering my services as an HR Business Partner.

I look forward to connecting with you and exploring how we can solve your HR challenges together.

Whether you're navigating change, building culture, or strengthening performance, I'm here to provide strategic, people-centered solutions that make a lasting impact.

