



PHR Exam Prep: Professional in Human Resources (3rd Edition)

Cathy Winterfield

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CATHY LEE PANTANO WINTERFIELD, MBA, MSHE, SPHR, ACC, is President of NovaCore Performance Solutions, a firm dedicated to enhancing individual and team workplace performance. She has more than 25 years of experience in HR, training, consulting, management, and coaching for businesses, non-profits, and governmental entities. She previously served as Director of Human Resource Management Programs for Cornell University's School of Industrial and Labor Relations. Winterfield has presented on many HR and management development topics, and co-authored more than a dozen online courses in these fields. Her books include *Performance Appraisals* and *Mission-Driven Interviewing*, as well as the Pearson IT Certification books *SPHR Exam Prep*, Third Edition, *PHR/SPHR Quick Reference*, and every edition of *PHR Exam Prep*. She is a member of SHRM, ASTD, and the International Coach Federation.

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