



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

By 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 book *PHR Exam Prep*, Third Edition.

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Editorial Review

About the Author

Cathy Lee Pantano Winterfield, MBA, MSHE, SPHR, ACC, is president of NovaCore Performance Solutions, a coaching firm dedicated to enhancing the performance of individuals and teams in the workplace. This enterprise represents the culmination of more than 25 years of experience in human resources, training, consulting, management, and coaching in businesses, not-for-profit organizations, and governmental entities.

Previously, Cathy served as a member of the extension faculty of Cornell University—School of Industrial and Labor Relations, where she was the director of human resource management programs.

Cathy has written numerous books:

- *Performance Appraisals, for Silver Lining Publications*, a division of Barnes & Noble
- *Mission-Driven Interviewing: Moving Beyond Behavior Based Questions*, by PTI Publishing
- *PHR Exam Prep* (First, Second, and Third Editions)
- *PHR/SPHR Quick Reference*, by Pearson IT Certification

Cathy has presented at national and local conferences on a variety of topics related to human resources and management development. In addition, she has coauthored more than a dozen online courses in leadership, human resources, management development, and organ donation.

Cathy holds a bachelor of arts degree from Ithaca College, an MBA from Pace University, and a master's degree in higher education from Kaplan University, with a specialty in Online College Teaching. She has earned the Associate Certified Coach (ACC) credential from the International Coach Federation. She is also a certified administrator of the Myers-Briggs Type Indicator (MBTI) Assessments. Cathy has likewise earned the Senior Professional in Human Resources (SPHR) designation from the Human Resource Certification Institute, and the CCP (Certified Compensation Professional) designation from WorldatWork. She is a member of the Society for Human Resources Management, the American Society for Training & Development, and the International Coach Federation.

You can reach Cathy at Cathy@CathyWinterfield.com.

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