GREG CATELEY

People & Culture Specialist

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"As a Human Resource Specialist I ensure businesses are managed profitably and efficiently".

I joined Everest in November 2013 and I now have over 25 years' Human Resources experience, having been previously employed in the financial and dairy sectors with the ANZ Bank, LIC, Fonterra and PwC.

As a People and Culture Specialist , I have worked with a mix of small, medium and large organisations ranging from not for profit to large corporations to ensure their businesses are managed profitably and efficiently.

I have a Bachelor of Arts Degree (Organisational Psychology) from Massey University and I have also been a Member of Human Resources Institute of New Zealand (HRINZ) for over 25 years.

More recently I have become an accredited Myers-Briggs Type Indicator (MBTI) facilitator and I am Mayer-Salovey Caruso Emotional Intelligence Test (MSCEIT) certified. I am also a People Centred Implementation (PCI) change management facilitator as well as holding a current Private Security Certificate of Approval license.

Greg's areas of expertise include:

- **Strategic Human Resources** – providing employers with practical human resource strategies that support the achievement of business goals.
- **Operational Human Resources** – assisting managers to resolve those every day human resource issues to make their business operate more effectively and efficiently.
- **Change Management** – establishing a model and programme for change and then leading and coaching managers through a process of change.
- **Employment Relations** – guiding employers through the more complex employment relations issues that require an understanding of employment law and finding a way forward that is both fair and practical.
- **Workplace Investigations** – conducting full and fair employment investigations into disputes and complaints and providing a report on findings.
- **Psychometric assessment** – guiding managers through a selection of reliable and valid psychometric tools to support selection and development decisions.
- **Employee Engagement** – facilitating surveys and reporting on employee attitudes.
- **Organisation Design** – reviewing an organisation's design, assessing alternatives and recommending options that enable the owner to improve the business's profitability.
- **Job Evaluation and Remuneration** – facilitating an assessment of the size of an employee's job and arranging market remuneration comparisons.

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