



GREG CATELEY

Human Resource Specialist

M 027 266 9077

greg@everestpeople.co.nz

[linkedin.com/in/gregcateley](https://www.linkedin.com/in/gregcateley)



human resources | training | coaching | recruitment | change



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

I joined Everest in November 2013 with over 20 years' experience as a Human Resource practitioner having been previously employed in the financial and dairy sectors with ANZ Bank, LIC, Fonterra and PwC.

As a Human Resource Specialist I've 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.

My qualifications include a Graduate Diploma in Business Studies - Human Resources Management (Massey University) and I am currently studying to complete a Degree in Organisational Psychology. I have been a Member of Human Resources Institute of New Zealand (HRINZ) for over 20 years.

More recently I have become an accredited Myers-Briggs Type Indicator (MBTI) facilitator and Mayer-Salovey Caruso Emotional Intelligence Test (MSCEIT) certified. I am also a People Centred Implementation (PCI) change management facilitator.

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 matters to make the business operate more effectively and efficiently.
- **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.
- **Recruitment:** Providing customised and cost effective recruitment strategies to find the person that has the right mix of skills and attitude.
- **Search:** Identifying and contacting people in the market to find the right person for those hard to recruit for roles.
- **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.
- **Change Management:** Leading managers through a process of change that is both best practice and meets the requirements for consulting with employees.
- **Coaching:** Providing coaching to managers and employees to develop new skills, make career transitions and to take those next steps if they are made redundant.
- **Organisation Design:** Reviewing an organisation's design, assessing alternatives and recommending options that enable the owner to improve the business's profitability.
- **Remuneration:** Facilitating an assessment of the size of an employee's job and arranging market remuneration comparisons



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