



TANI HANSEN

Human Resource Specialist
Bay of Plenty

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human resources | training | coaching | recruitment | change



“My confident and common sense approach allows me to quickly identify problems and readily provide solutions”.

As a Human Resource Specialist with over 20+ years' experience, I am able to liaise effectively with people at all levels and quickly build effective relationships. My confident and common sense approach allows me to quickly identify problems and readily provide solutions.

These attributes have afforded me with many opportunities to work on a range of different and complex organisational projects that have enhanced my influencing skills and ability to assess a situation quickly. I have a sound understanding of the challenges organisations face and the ability to be agile to changing demands. With the right mix of skills, experience and attitude I can work on a variety of challenging, high level projects.

My qualifications include a Bachelor of Management Studies with Honors (double major Human Resources and Communication) and I am an accredited MSCEIT (Mayer-Salovey-Caruso Emotional Intelligence Test) practitioner. I have vast experience working in a variety of industries across the public and private sector, where I have worked on a number of significant restructure and change management initiatives.

Tani's areas of expertise include:

- **Change Management:** Leadership in significant organisational change management initiatives, implementing and sustaining change within businesses, providing leaders with support and advice to undertake effective change processes.
- **Employment & Industrial Relations:** Ensuring due process is followed, providing managers with guidance and advice when handling instances of misconduct, serious misconduct, poor performance and redundancy. Experienced negotiator dealing with collective and individual employment agreements.
- **Operational Human Resources:** Assisting leaders resolve every day human resource matters to make the business run more effectively and efficiently, development and implementation of human resource policy and procedure.
- **Recruitment:** Undertaking workforce planning, ensuring alignment with strategic business objectives by using best practice recruitment techniques.
- **Performance Management:** Developing tailored solutions, developing and implementing appropriate HR tools, documentation and processes.
- **Career Coaching:** Providing structured career coaching sessions through a series of 1:1 discussions, working with staff to develop their career goals and plan accordingly.



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