



## MEREDITH MACKENZIE

Human Resource Specialist

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human resources | training | coaching | recruitment | change



“As a Human Resource Specialist I guide business owners and managers through the joys and challenges of staff management to create great work environments”

Leadership development and coaching have been my passion for 25+ years, in agribusiness, corporate, SME and volunteer organisations. My style is practical, enthusiastic and informed, with the flexibility to assist managers at all levels of their career. I help business leaders build teams they love, that everyone is proud to be a part of.

My senior management experience has been in Veterinary, Finance and Not-for-Profit sectors, complemented by an MBA (dist), Vet Degree, HR training and I am a certified Gallup Strengths Coach. I am a member of HRINZ and constantly seek to bring the best of current thinking into practical reality for my clients.

### 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 the business operate more efficiently and efficiently.
- **Employment Relations:** Guiding employers through the more complex employment relations issues, ensuring due process is followed when handling instances of misconduct, serious misconduct, poor performance and redundancy.
- **Recruitment:** Undertaking workforce planning and ensuring alignment with strategic business objectives by using best practice recruitment techniques.
- **Employee Engagement:** Facilitating surveys and reporting on employee attitudes.
- **Coaching:** Providing coaching to managers and employees to develop new skills and make career transitions.
- **Training and Development:** Facilitating a range of training and development initiatives with individuals and organisations.
- **Performance Management:** Providing tailored solutions, developing and implementing appropriate HR tools, documentation and processes.
- **Independent Investigations:** Cost effective investigations ensuring fair process, with reputation and professionalism of your organisation, and confidentiality and natural justice being key considerations.



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