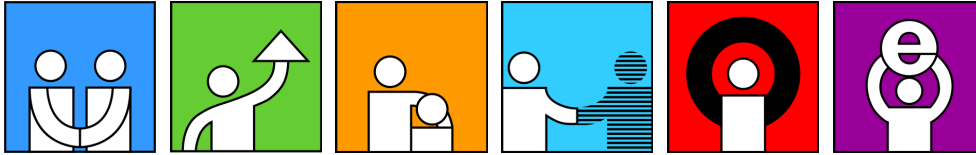
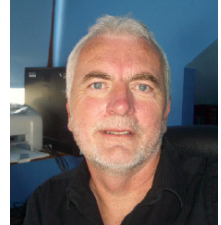


RANMORE



consulting development coaching modelling targeting e-knowledge



Gareth Vaughan

Gareth is a Ranmore Associate with a particular focus on supporting individuals and organisations through transition. He held a number of HR Director positions in both the private and public sectors, (most recently at the University of the West of England), before choosing to work as an independent HR Consultant and Coach in 2007.

A Fellow of the Chartered Institute of Personnel and Development he has more than 30 years' HR experience, working in a wide variety of specialist and generalist roles. In a consultancy capacity, Gareth has worked with a range of clients in the public and private sectors including: universities, further education colleges, schools, central government agencies, manufacturing/distribution companies, and businesses in the financial service/insurance sectors. He particularly enjoys coaching/development assignments and delivering HR solutions tailored to the specific needs of each organisation. He is a strong communicator with a client centered approach who adapts easily to differing organisational cultures.

Recent projects that Gareth has undertaken include:

- Coaching Executives and Senior Managers following promotion or career change,
- Providing Career Transition support and training at all levels in a wide range of public sector and private organisations,
- Managing the search, selection and appointment of a University Vice-Chancellor,
- Helping create a new City Academy, working with the management team and Trades Unions to effect a smooth transition,
- Facilitating changes in policies and practices following the merger of two differing organisational cultures,
- Advising on a wide range of HR related matters including disciplinary, redundancy and performance management issues.

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