



Peter Vaughton
Organisational
Development Director

Expertise

- ✦ Organisation Review
- ✦ Organisation Design and Development
- ✦ Operational Improvement
- ✦ Senior Leadership Coaching
- ✦ Executive Team Development.
- ✦ Systems Development

Education & Qualification

- ✦ Graduated in engineering in South Australia and later studied mining and exploration
- ✦ Moved into Human Resources in 1992 and subsequently completed extensive training in HR development

Peter first moved into the field of Human Resource and Organisation Development in 1992.

He has subsequently attended training in many aspects of Human Resource development.

Peter has extensive contemporary and international knowledge of best practice Human Resource Strategy Development and Implementation (HRD) and Organisation Development (OD) having been involved in the area for over 20 years in mining, manufacturing and service industries both public and private.

Peter specialises in both the strategic review of organisations and the design and implementation of OD strategy in both small and large organisations and has been accountable for the organisation development input in several major business transformations

Peter worked as a Manager Organisation Development for the Manufacturing industry for many years and more recently in consulting roles for the Aviation and Mining industry. For most of the past two decades, he has committed his work to the design and creation of more effective organisations in both the human and technical domains.

Peter is a respected leader of professional teams and has extensive project management capability.

Prior to his work in Human Resources he worked in the mining, mineral transport and processing and marketing industry in senior management roles.

Clients and Projects

- ✦ **Atlas Iron** - Review, design and implementation of a complete Organisation Development Strategy for the entire Atlas Corporation. Structure, Roles, Leadership Framework and People Systems
- ✦ **Resource Generation** - Development of a full organisational development strategy for a greenfield mine in northern South Africa
- ✦ **Air Services Australia** - Whole of Organisation Review and re-design. Initial as a consultant reporting to the CEO and then embedded as head of People Strategy for the Implementation.