

Karen Katavich – Organisational Development Consultant

My previous experience in various roles within fast changing industries in New Zealand has allowed me to develop systems which meet clients' current needs and ensuring future needs are planned for, allowing individuals and organisations to work effectively within a forever changing environment.

I began my career in the hospitality industry, but a change in career focus led me to undertake various roles in the New Zealand banking industry. At the beginning of 2005 I decided to gain more experience in the area of employee and organisational development, which has seen me gain my BA, with a major in Psychology. Currently, I am in the final stages of my Master's in Industrial and Organisational Psychology at Massey University.

One of my key areas of interest is the performance frameworks we use within organisations. What I wanted to find out is do they work? Specifically I am looking at relationship between an employee's satisfaction with their performance appraisal system, and their work performance, organisational commitment and intention to stay within the business.

I am in the throws of my first day at Pod Consulting, and as anyone who can remember their first day can appreciate, at present it is a stage of learning how to use the computer, business systems, and remembering all the names! However, with the induction training Sharn has just taken me through, I can honestly say some of that first day nerves has completely gone.

My key objective now is to provide support to Sharn and the team, in all aspects of the business. I am really looking forward to growing my role within the business and learning off a team who are knowledgeable and passionate about Human Resources and Organisational Development.