



Kim Moulton

*Senior Advisor, Human Resources, Labor Relations,
Health & Safety*

About Kim

A diverse career of over 30 years focused on people through Health, Safety & Wellness; Human Resources; and large-scale Change Management/Cultural transformation initiatives allows Kim to influence and guide an organization, its leaders and those who get the work done. Kim establishes trust and confidence with his clients, early, by exhibiting humility and a deep commitment to listen and learn. Clients quickly recognize and appreciate his ability to mine great insights from those performing the work, whom often have many of the answers. By facilitating close collaboration and coalescing gathered information Kim can identify and advise on innovative and insightful solutions. A driven problem-solver with strong analytical skills, enhanced by a depth of business improvement tools and methodologies, combine to uncover opportunities often overlooked.

How Kim has Helped Optimize Business Performance

- Led enterprise and mid-level mining organizations in cultural and accelerated organizational transformations through negotiating and implementing industry leading collective bargaining agreements. As a result of these agreements Kim oversaw the creation of enhanced people management systems and leadership and skills development programs resulting in each organization strengthening its position in the market and meeting shareholder expectations.
- Championed the challenging assessment of leadership talent across a global procurement division resulting in the realignment and development of all levels of management. The outcome of this aggressive, large scale talent management process enhanced operational performance in divisions supported by procurement and logistics functions.
- Pioneered the implementation of health and safety training technologies by employing virtual modalities and learning environments. Facilitated the deployment of learning teams to analyze operational incidents and provide leadership with actionable agendas to improve on any organizational shortcoming or challenge.
- Piloted project tasked with evaluating the impact to individuals and people systems resulting from an enterprise level organization's outsourcing of non-core activities. Generated processes, systems, and policies to support talent redistribution, new skills development, and negotiations with key stakeholders.

Executive Experience

- Vice President Health, Safety & Quality, Centuri Construction Group
- Director of HR, NPL Construction Co.
- Director of HR/Labor Relations, Rio Tinto Minerals
- Director of HR, Rio Tinto Global Procurement, Finance, IT, People & Organizational Support
- Director of HR/Labor Relations/Health & Wellness, Rio Tinto Kennecott
- Various Management Roles in health care settings as Physician Assistant

Expertise

Industry Experience

- Mining
- Energy & Utility – Gas / Electric
- Specialty & Utility Contracting
- Labor Relations
- Legal
- Health & Safety
- Risk Management
- Logistics
- Trucking

Specialties

- Health & Safety Leadership
- Human Resource Management
- Business/Process Improvement
- Executive Coaching
- Organizational Transformation
- Management Mentoring
- Labor Relations/Negotiation
- Top-grading Teams
- Talent Management
- Compliance & Regulation
- Training & Development
- Operations Turn-around

Contact Information

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Clients and Companies Served

- Rio Tinto – Various Product Groups/Global Operations (Mining)
- Capstone Mining
- Pinto Valley Mine
- ASAP Freight (Trucking)
- Southwest Gas (Distribution and Construction Services)
- Centuri Construction Group (Energy Distribution Infrastructure)
- Small business clients (Service Sector)

Education

Physician Assistant – University of Utah School of Medicine – Emphasis Occupational Medicine

Registered Nurse – College of Southern Idaho