

Heather Vaughn

EMPLOYEE EXPERIENCE & COMMUNICATIONS

Fractional Head of Employee Communications

The business is moving. Your communications leadership needs to keep pace. Get senior counsel and delivery with a defined mandate and capacity.

30-DAY INITIAL ENGAGEMENT / THEN MONTH-TO-MONTH

WHEN TO BRING HEATHER IN

A leadership gap, transformation, or M&A integration is stretching the team. Leaders need alignment, managers need context, and critical work needs an owner.

ADVISORY

A senior sounding board

Leadership counsel, communication priorities, plan and message review, and interpretation of employee insights.

Your team owns production and rollout.

FRACTIONAL

Leadership plus delivery

A roadmap, weekly working cadence, executive messaging, manager preparation, and delivery of selected priorities.

Heather leads an agreed workstream.

EMBEDDED

Closer support through change

Leadership and project meetings, coordination across teams, governance, delivery, and capability transfer.

A part-time mandate with defined coverage.

A CLEAR FIRST MONTH

Agree priorities, deliverables, cadence, and capacity. Establish a baseline, advance the highest-priority work, and review progress at day 30. Continue, adjust, or conclude with a handoff.

SCOPE THAT FITS THE WORK

Monthly fee and renewal terms are confirmed in a written proposal. Work can span listening, change, executive counsel, manager enablement, and employer brand. Always-on coverage is separately scoped.

EXPERIENCE BEHIND THE WORK

Led global M&A communications reaching approximately 8,000 employees across 26 countries. Built and led an enterprise internal communications function.

Start with the priorities your team needs to carry.

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