

# PEOPLEWORKING

psychology for working people



Patrick J. Gibbons MSc C Psychol AFBPsS is an independent Chartered Occupational Psychologist with extensive experience in the field. He is based in West London and his main areas of expertise are:

- Assessment, Recruitment, Psychometrics and Selection
- Organisation Development
- Change Management
- Training and Development Strategy
- Coaching
- Executive Assessment and Profiling
- 360 Degree Feedback
- Leadership Development
- Job Analysis and Competency Profiling

He started his working career in retail at Selfridges Ltd before gaining an MSc in Occupational Psychology from The Queen's University Belfast in 1992. He completed his dissertation project on career management with Professor Peter Herriot at Sundridge Park Management/ PA Consulting.

In 1993 he joined Saville and Holdsworth Ltd (SHL®) where he gained considerable consulting experience in assessment and development, training design and delivery, and the research and development of psychometrics. From there

he joined KPMG Consulting in London in 1997, where he worked on a wide range of strategic HR, organisation development and change management client projects around the world. He joined the BBC as Head of Organisational Psychology to lead a team of fifteen people delivering a wide range of recruitment, assessment and organisation development projects. Patrick left the BBC in September 2005 to work as a consultant, independent Occupational Psychologist.

He is trained in the use of a broad range of psychometric measures including OPQ®, MBTI, Level A, 16PF, Saville Consulting Wave®, SHL Motivation Questionnaire and the Organisational Culture Inventory (OCI). He has also been trained in advanced facilitation techniques and intercultural management (Fons Trompenaars' Masterclass).

He has particular interest in leading and managing change, creativity managing cultures and developing workforce diversity. In addition to having co-authored research papers (e.g. in The Journal of Occupational and Organisational Psychology) he contributes as a reviewer to the British Psychological Society's Review of Tests. He recently developed the expert system for Saville Consulting's WAVE ® Professional Types Report.

**Patrick J Gibbons** MSc C Psychol AFBPsS  
**DIRECTOR**

**PEOPLEWORKING** Ltd  
2 Kelvin Court  
40 - 42 Kensington Park Road  
Notting Hill  
London W11 3BT

**t:** 020 7727 4276

**m:** 07764 354 944

**e:** [patrick@peopleworking.co.uk](mailto:patrick@peopleworking.co.uk)

**www:** [peopleworking.co.uk](http://peopleworking.co.uk)