

Kirstin Irving C Psychol

Director and Consultant



Kirstin established Irving & Irving Associates in 1994. She soon gained an outstanding personal reputation for listening to what is needed, providing high-value, workable solutions and engaging with clients as a true partner.

Having incorporated Irving & Irving Associates in 2007 Kirstin now supports strategy and business development, with responsibility for maintaining and extending the business' favourable reputation in the assessment and development arenas. Kirstin is also Director of Irving Allan, where she specialises in organisational change and transition.

Experience

Kirstin began her career as a research psychologist with the University of Nottingham, where she worked with NHS staff to understand perception of risk as related to occupational hazards and safe working practices. She then worked as a Change Manager for the BBC World Service. Tasked with implementing a new policy and associated procedures, she worked with London-based journalists broadcasting to regions throughout the world in more than 30 languages.

For the next several years she consulted extensively in the automotive industry. Her assessment work supported excellence in selection and development for a wide range of functional roles throughout Europe.

Since then Kirstin has consulted to organisations across Europe and in North America, primarily in the aviation, construction, engineering, financial services, and utilities sectors. Her clients include: Aston Martin, Capital Group Companies, Carillion, Centrica, DeBeers, easyjet, Ford Motor Company, Hilti, Jaguar Land Rover, Unilever.

Notable assignments in the assessment and development arenas include:

- Major re-engineering of graduate and experienced hire selection processes across European operations of an automotive manufacturer
- Development of a modular, blended learning programme to support supervisors to develop effective people development skills
- Development of a robust assessment process to support promotion and lateral moves among professional staff
- Design of a profiling system for field engineers, to support smart deployment, personal development planning and organisation wide resourcing strategies

Education, Training & Affiliations

Kirstin graduated from the University of St. Andrews in 1991 with a first class honours degree in Psychology. She completed her MSc in Occupational Psychology at the University of Nottingham the following year and became Chartered in 1997. Further qualifications she draws on include:

- Master of Managed Change™ (LaMarsh & Associates)
- Certification to use psychometric instruments including MBTI (Steps I & II), 16PF, Hogan's Assessment System (HPI, HDS & MPVI) and the Apter Motivational Styles Profile.

She is a Registered Psychologist and holds membership with the British Psychological Society and the Chartered Institute of Personnel & Development. She receives supervision on her practice and supervises psychologists in training.

Working with Kirstin

Kirstin thrives in challenging environments, being appreciated by clients for her drive and practical intelligence. She is able to frame complex situations and apparently intractable problems in a way that enables people to work successfully with them.

To learn more contact **Katie Johns** (Director) T: +44 (0)1604 458 743 E: Katie@irvingandirving.com

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