

Katie Johns C Psychol Director and Consultant



Katie began her career in occupational psychology over 20 years ago. Her reputation for pragmatic solutions, delivering on commitments made, effective team working and supportive leadership led to her gaining senior roles in assessment and development. In 2002, Katie set up her own business, working as an independent consultant. At this time Katie joined Irving & Irving Associates and led a number of key projects. Continued and increasingly close involvement in the business culminated in Katie joining Kirstin as a co-Director of the newly incorporated business in 2007.

Experience

Katie's early career was spent in the clinical psychology field. Having completed a first degree in psychology, she joined the NHS, working with adolescents in a psychodynamic therapeutic community. Staying with the NHS she then joined the psychology department of a unit for adults with learning difficulties. It was in this role that she developed her passion for occupational psychology. In support of the 'care in the community' programme, Katie led programmes to enable staff to transition from institutional environments to delivering care in smaller residential homes. Following completion of a master's degree at The University of Hull, Katie joined The Post Office as an occupational psychologist. Within a few years she headed up the psychology department, supporting internal clients with assessment, development and research activities. During her 14 years with The Post Office, Katie held a variety of business development, team manager and project roles and was a member of the management team of the in-house assessment and development consultancy.

Katie's role with Irving & Irving Associates combines her expertise in project management with her relational skills. Taking the lead on day to day client contact and resource management, she is able to further extend the good reputation enjoyed by the business and works closely with our highly skilled and valued associate team.

Notable assignments include:

- Developing an integrated, end-to end recruitment and assessment process based on organisational values for key front line roles in a utility company
- Leading the design of a graduate assessment process for a major construction and facilities management company
- Implementing an in-house assessor training programme to develop the assessing skills of over 100 senior managers and directors
- Managing a multidisciplinary project team to deliver strategic training needs analysis for the sales force of a major logistics company

Education, Training & Affiliations

Katie has a first degree in Psychology and a Master's degree in Industrial Psychology from the University of Hull. She is a Registered Psychologist, an affiliate member of the CIPD and a member of both The British Psychological Society and the Association of Business Psychologists. Katie holds the Statement of Competence in Occupational Testing (Level A and Full Level B) and is qualified to use many of the leading personality, motivation and interest measures and inventories including the 16PF5, OPQ, MBTI (Steps I & II) and Hogan's Assessment System (HDI, HDS, MVPI).

Working with Katie

Katie is valued by clients and colleagues alike for her ability to deliver on what she promises. With a strong sense of professional integrity and a preference for working in partnership with others, she consistently develops excellent working relationships. She has an ability to manage multiple complex projects and thrives on the energy created in a busy consultancy environment.

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