

Pat Beatson

Associate Consultant



Pat is an experienced facilitator and trainer. For more than 20 years she has enabled organisations and their people to develop in positive and needed directions. She has held significant training and development roles in both the public and private sectors and has long-standing managerial experience. As an external consultant she has worked primarily in the energy, aviation, construction and oil industries. Her support for business critical assignments has spanned the implementation of lean manufacturing, the introduction of Six Sigma methodologies, promotion of diversity and inclusion through improved selection and assessment practices, and development of multi-cultural awareness.

Experience Having completed a first degree in Languages, Politics & Economics, Pat joined the Civil Service and later moved into international reinsurance. Her transition into training and development came in 1986 when she joined Ford Motor Company. Here she spent 14 years in a range of key education, training and development roles. A spell as an independent consultant was followed by a move to Hampshire Constabulary as Head of Training. In 2007, Pat returned to independent practice.

Pat has a long association with Irving & Irving Associates supporting a variety of training and development projects. She is fluent in French and German, and has worked extensively throughout Europe and cross culturally.

Notable assignments include:

- Heading up a 150-strong Training Department during a period of complex change arising from Home Office programmes and directives
- Assessing and coaching Graduate Recruiters in France
- Designing and delivering the Supervisory Skills programme for the UK operation of a major automotive manufacturer
- Running a series of intensive one day recruiter training programmes for front line staff in the utilities sector

Education, Training & Affiliations

In 2001 Pat was awarded a Master's degree in Occupational Psychology by Birkbeck College, University of London. She is a Chartered Member of the CIPD and Vice-Chair of the CIPD's Southampton Group. She is also a graduate member of the British Psychological Society's Division of Occupational Psychology and a member of the Special Interest Group in Coaching Psychology. She holds the Certificate of Competence in Occupational Testing (Level A & Intermediate Level B) and is trained to use SHL's OPQ and Motivation Questionnaire, the MBTI and Hogan's Personality Inventory. Other qualifications she draws on include Master of Managed Change™ (LaMarsh & Associates Inc).

Working with Pat

Pat's deep understanding of what it takes to successfully navigate organisational life from the inside enables her to make a real difference to and for her clients. She recognises and readily works with complex situations and is passionate about making a genuine contribution. She is able to engage and win commitment from others for the part they need to play in the success of any project or endeavour. With boundless enthusiasm and a down to earth approach she is valued by colleagues and clients alike.

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