

Kath Farrell C Psychol Associate Consultant



Kath combines a strong understanding of business and organisations with her research and academic background to deliver highly effective solutions. She has experience of designing, delivering and evaluating substantive assessment programmes in a variety of sectors and has a deep understanding of what is involved in the successful transfer of training.

Kath joined Irving & Irving as an associate in 2008 and supports our assessment design, training and validation work.

Experience Whilst studying for her first degree, Kath worked as an executive in a large public sector organisation. Her experiences there with assessment, training and change management processes led to her interest in pursuing a career in occupational psychology. Having successfully completed her first degree, Kath went on to study Occupational Psychology at Masters level. Her subsequent PhD involved researching the impact of the way in which information is framed on people's intentions and behaviour.

As an Occupational Psychologist working in both research and consultancy roles Kath has gained considerable experience in the design, delivery and evaluation of large scale selection and assessment programmes. She has worked on the development and validation of organisational survey instruments and helped organisations to develop tools and processes to enhance the 'transfer of training' to performance in the job role. Kath's work is widely published.

Since joining Irving & Irving Associates, Kath has undertaken a variety of assignments, including assessment design, validation studies, delivery of assessor training and 360 feedback analysis and report writing.

Notable assignments include:

- Developing competency models for various medical specialties
- Developing selection processes (including assessment centres) for entry to specialist medical training, and the subsequent training of assessors to deliver assessment centre exercises.
- Leading validation studies to determine how well selection processes predict performance in role
- Researching the impact of EWTD (European Working Time Directive) on training, particularly how skills/knowledge acquired through training transfer to improve performance in role

Education, Training & Affiliations Kath graduated in 1994 with a 1st Class Honours degree in Psychology from the Open University. Three years later she graduated from the University of Nottingham with an MSc in Occupational Psychology. In 2005 Kath was awarded her doctorate. Kath is a Chartered and Registered Psychologist and a member of the British Psychological Society. She holds the Certificate of Competence in Occupational Testing (Level A & Intermediate Level B).

Working with Kath Kath is self motivated, well organised and known for maintaining high standards even under pressure of tight deadlines. She flourishes when working in challenging environments and successfully applies her research strengths in complex and busy organisational settings. Her ability to find high quality, workable solutions, often against the odds, is valued by colleagues and clients alike.

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