

Adi Forman C Psychol Associate Consultant



Adi has worked as an occupational psychologist for the past 10 years. With experience as an in-house and external consultant, she has worked in the automotive, airline, banking, gas & oil, energy and construction industries. Her areas of expertise include assessment and selection, organisation development and change, group facilitation and team building, training, and coaching.

Experience Having graduated with a Master's degree in Organisational Psychology Adi joined Ford Motor Company as an Occupational Psychologist. During her five years with Ford, she led a number of global and European projects in areas as diverse as core management skills, e-learning, coaching for performance skills, change management competence in HR and motivation and morale. As an internal consultant, Adi was also engaged in assessment projects, with responsibility for job analysis and exercise design through to training of assessors and evaluation studies.

Whilst with Ford, Adi also trained as a coach, working with individuals to develop and perform as well as offering post-selection feedback and development support.

Since joining Irving & Irving as an associate in 2004, Adi has supported clients across a range of sectors, including construction, utilities and petro-chemicals. She is a fluent speaker of French and Hebrew and during her internal and external consultancy careers she has consulted and supported client projects in Europe, Africa, Middle East and Asia.

Notable assignments include:

- Facilitating and coaching trainee assessors as part of workshops run in EMEA (conducted in French and English)
- Designing a comprehensive selection process for the HR function of a major financial institution
- Assessing in the French language for management roles in French Africa (Madagascar, Morocco, Togo, Gabon)

Education, Training & Affiliations Adi undertook both her undergraduate and post-graduate studies at Bristol University. She is a Chartered and Registered Psychologist and a member of the British Psychological Society. With a Certificate of Competence in Occupational Testing (Level A & Level B) she is licensed to use a range of psychometric tools, including the MBTI, Hogan's Assessment System (HPI, HDS and MVPI) and the CPI.

Other training she draws on includes:

- Managed Change™ ChangeMaster (LaMarsh & Associates)
- 'Coaching for Performance' training with Sir John Whitmore.

Working with Adi Of special note is Adi's enthusiasm for designing and undertaking best practice assessment and selection processes, based on organisation-centred values and competency frameworks. She enjoys working with people from varied backgrounds and nationalities, and her own multinational upbringing and fluent French capability enable her to contribute significantly to client organisations in this area.

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