

Debbie HANCE

The Team @ ClearWater



**Associate
Senior
Consultant**

Debbie is a chartered occupational psychologist with 15 years experience. After studying for her Masters and working for the Employment Services, Debbie became an HR development specialist within the Willis Group, one of the top three insurance brokers and risk management practices. During this time she managed a variety of projects, her responsibilities ranging from overseeing the Group's performance management process to heading up global development centre practice. More recently Debbie has been providing external consultancy services to a range of clients, focusing on assessment, development, coaching, and performance management

Professional Expertise

Debbie has worked across a range of industries, but specialises in public sector. Examples of her work include:

- Executive coaching for new leaders in a large pharmaceutical and a financial services company and for high potential graduates in the aviation industry
- Career Development for Cambridge University – involved coaching and personal development plans
- Competency-based assessments for senior roles in the NHS, DEFRA, Scottish Government, local government, the Legal Services Commission and the General Teaching Council
- Designing a 360 feedback instrument for a police force
- Talent management for a major UK port, involving assessment of all senior managers, developing a succession plan, producing individual and Company development strategies and identifying high-potential
- Resourcing two new terminals at a major UK Port s
- Sales skills coaching and development programme for a large risk management consultancy
- Performance management process for a firm of solicitors

Career History:

2002 – Current:	PH7 Consulting	Independent Consultant
1995 – 2002:	Willis Group	HR Development Manager

Education:

1994 – 1995	MSc Occupational Psychology – University of Wales – College of Cardiff
1991 – 1994	B.Sc. (Hons) in Psychology – University of Wales – College of Swansea

Member of the British Association Psychological Society (BPS)
Principal Member of the Association of Business Psychologists
Level A & B standard: Licensed to use full range of ability and personality instruments