

Mitch McCrimmon, Ph.D.

The Team @ ClearWater



**Associate
Managing
Consultant**

Mitch is a BPS Chartered Psychologist with over 30 years experience in executive assessment and coaching. His early career was in HR roles and assessment consultancy in Canada, followed by 20 years in the UK before returning to Canada in 2006. He has designed assessment centres for a wide variety of UK organisations for both leadership development and selection. He worked as an associate coach for Ashridge for 6 years on their 5 day leadership development programme. He writes extensively on leadership and related topics including 3 books and articles for a range of periodicals.

1994 - Current: Self Renewal Group

Individual assessments at all organisational levels for selection and development. Designed assessment centres. Executive coaching.

1989 - 1994: PA Consulting Group, London

Member of assessment team conducting assessments for UK clients and an oil company in Nigeria. Designed assessment processes. Conducted some outplacement/career transition counselling.

1985 - 1989: KPMG - Toronto & London

(Stevenson & Kellogg prior to KPMG merger in 1987)
Conducted assessment centre assessments for clients going through career transition. Worked in career transition in London office

1984 - 1985: DRG Packaging, Toronto

Personnel Manager for small manufacturer of flexible packaging.

1980 - 1984 : Partner in small Canadian consultancy.

Self-employed, part time lecturer at University of Manitoba, Canada

1976 - 1979: Human Resources – Manitoba Telephone

Conducted assessment centres for front-line supervisory selection, development and promotion.

1975 - 1976: Training Coordinator, Hudson Bay Mining

Supervisory assessment and training.

Level A & B standard : Licensed to use full range of ability and personality instruments.