

Dr Rosalyn McCARTHY

The Team @ ClearWater



**Associate
Managing
Consultant**

ROSALYN McCARTHY (PhD, MSc, BA, CPsychol) is a Chartered Occupational Psychologist and experienced consultant. She specialises in Executive Coaching and Leadership Development. Rosalyn applies her professional skills to resolving a variety of business problems, particularly those involving realising the potential of people.

Prior to becoming a consultant, she headed the Business Psychology Group at BT which was an internal consultancy specialising in applying psychology to solve practical business problems. The group's particular area of expertise was design of processes for selection and development of people at all levels within the company. A key part of her role was to conduct evaluation studies to ensure that the selection processes used were successful in recruiting people who went on to become excellent performers.

Professional Expertise

Rosalyn has worked across a wide range of industry sectors. She provided a variety of HR services to include: Performance Management for the likes of Barclays, Coca Cola, Willis, Liverpool Victoria, and Unilever ☐ Leadership Development for the likes of GlaxoSmithKline, BT, Department for Education and Skills ☐ Organisational change for the likes of Whitbread Hotel Company, Guinness, Eirgrid Ireland, and Crown Prosecution Service ☐ Coaching for the likes of Carlisle Group , Birds Eye Walls, and Local Government Computer Services Board, Dublin

Career History:

1992 – Current:	Self employed	Independent Consultant
1987 – 1992:	BT	Business Psychologist
1984 – 1987:	Hertfordshire University	Research Assistant, Occupational Research Centre,

Education:

1984 – 1987	PhD Occupational Psychology – University of Herefordshire
1985 – 1987	MSc Occupational Psychology – University of Herefordshire
1980 – 1983	BA (Hons) Social Psychology – University of Kent

Levels A & B standard: Licensed to use full range of ability and personality instruments
Member of the British Association of Psychologists, Institute of Directors (IoD), and Chartered Management Institute (CMI)