

Dr Tuvia MELAMED

The Team @ ClearWater



Director

Tuvia is a Chartered Occupational Psychologist with over 25 years experience in the fields of business psychology. Recently he started a new talent management business – ClearWater A&D – specialising in executive coaching, leadership development, and psychological assessment. Tuvia combines a unique blend of strong technical knowhow with practical and commercial grounded consultancy skills. This mixture is reflected in his background where he spent his early career in academia – was a principal lecturer at several universities and a Director for MBA in a Business School; and a consultancy background working with several niche as well as large consultancy firms, and gaining exposure to an impressive client list from Central and Local government and from blue chip private sector.

2009 – Current: ClearWater A&D Ltd

Managing Director: Developed diagnostic instrument for executive coaching and leadership development to inform coaching and leadership interventions. Works with the likes of Johnson & Johnson; RAIB; MAIB; AAIB; Highways Agency; and HBOS

2007 – 2009: PKF

Managing Consultant: Set up and ran a new Talent Management and Assessment practice within a larger Organisational Development department. Worked with clients ranging from: Allied Irish Bank to RAIB, AAIB, MAIB, AAIB, Cleveland Police, BPHA, Westminster City Council

2000 – 2007: Quo Group

Equity Partner: Set-up and run a £1.2M business within a larger group. Headed 3 practices – Executive coaching; Talent Identification and Management; and Resourcing. Focused on entry to the public sector market and large scale assessment and development assignments with the likes of Highways Agency; DfT; DWP; Scottish Media Group; Royal Mail; Old Mutual; Allied Irish Bank; HBOS; RBS, British Rail, British Gas Trading; Starbucks; Devon International; and others.

1998 – 2000: Capita

Associate Director: Focused on large scale assessment and development projects with mainly Central Government departments and Agencies.

1997 – 1998: Human Factors International

Director (Assessment): An Executive Coach and an assessment specialist. Worked with the likes of UBS, CMG; Enterprise Oil; and Henkel Technology

Academic Career:

1995 – 1996: Anglia University: Director of MBA (HRM)

1992 – 1995: UCLAN – Senior Lecturer (Psychology)

1988 – 1992: Liverpool University – Lecturer (Psychology)

Early Career:

1984 – 1986: GR Management Consultancy (Israel) – Consultant (MA secondment)

1978 – 1981: Israeli Defence Force (Psychology Unit) – Criminal Incidence Investigator

Education:

1986 - 1988: PhD in Psychology: University of Lancaster

1984 – 1986: MA in Organisational Psychology (Bar-Ilan University, Israel)

1981 – 1984: BA in Psychology (Bar-Ilan University, Israel)

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

Editor – Selection & Development Review (left early 2006);

Consultant Editor – Journal of Managerial Psychology

External Examiner – MBA Programme, Derby University; M.Sc. In Organisational Psychology, Cranfield University