

Stephen BLACKBOURNE

The Team @ ClearWater



**Associate
Managing
Consultant**

Stephen has worked as a Business Psychologist for 20 years. His career began at British Airways as Psychologist, Pilot Recruitment. He later held responsibility for Selection Methods, Senior Management assessment and Executive Education, often working with top business schools on personalised development initiatives. In the last 12 years he has operated as an independent consultant working with blue chip organisations and senior executives across North America, Europe, Africa and Asia on a variety of talent management initiatives. Most recently, he has regularly worked for “Leadership Solutions” the assessment unit at search consultants, Whitehead-Mann. He has wide experience of the financial service, retail, airline, manufacturing and utility sectors as well as many public sector organisations. He has delivered a range of projects such as business reorganisations, management assessment, leadership development, executive coaching, competency mapping, succession planning, development centre design, team-building, and group facilitation. He is a member of the Association of Business Psychologists, the IOD and the American Psychological Association.

Professional Expertise

Stephen has worked across a wide range of industry sectors providing a variety of HR services: Executive coaching, competency mapping, succession planning, retention analysis, 360-degree feedback processes, organisational reviews and design, culture audits, assessment and development centre design, team-building, managerial assessment, training and workshop facilitation.

Career History:

Stephen has been an independent business psychologist and consultant since 1995. Prior to this he worked at British Airways Plc for 7 years working as an internal consultant with responsibility for executive education and development, testing/selection methods and senior management assessment. He also represented BA at ICEDR for 4 years: a consortium of 40 multinational corporations and 20 world class business schools that commissioned and delivered applied OD research.

Education:

BSc (Hons.) Psychology – San Diego State University.
MSc Organisational Behaviour - UMIST

Principal, Association of Business Psychologists
Associate, American Psychological Association
Member Institute of Directors
Phi Beta Kappa Honour Society
Level A & B standard: Licensed to use full range of ability and personality instruments