



**Individual, Team & Organisational Assessment
Development Planning and Management
Psychometric Testing
Performance Management**

Gerry Duggan: Partner, TPS Developing Organisations Ltd

Personal Facts:

Chartered Occupational Psychologist specialising in Assessment, Development and Performance Appraisal. After graduating with degrees in Psychology from Macquarie University (NSW) and the University of Sydney (NSW), Gerry developed psychometric tests for major government organisations. With 20 years experience in Human Resource Consultancy, Gerry is a full member of the British Psychological Society, Division of Occupational Psychology, a verified assessor and verifier for the BPS Certificate of Competence in Occupational Testing.

Key Skills:

- Design and delivery of Assessment and Development Centre programmes.
- Psychometric testing, consultancy and training.
- Recruitment Process audit and validation.
- Design and Implementation of Performance Management Systems.
- Training in Interviewing Skills, Performance Appraisal, Testing, 360° Feedback.
- Design of tests, questionnaires and assessment exercises.

Recent Assignments:

- Design of Operational and Management Recruitment Programme for Kellogg's.
- Worldwide Development Centre programme design and delivery for GKN Aerospace.
- Sales Recruitment design for Vertex Customer Management.
- Partnership Facilitation for Fujitsu and Department of Trade and Industry.
- Recruitment Validation for Citigroup.
- Sales Assessment Programme for VF Europe
- Training Programme design for Wyeth.

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