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### **EDUCATION QUALIFICATIONS**

- |                  |   |
|------------------|---|
| Ph.D.            | Models of Diagnosis and their relation to common-sense reasoning, University of Manchester, 1980. |
| M.Sc.            | Experimental Psychology, Sussex University, 1985.   |
| M.Sc.            | Occupational Psychology, Birkbeck College, University of London, 1986.                            |
| M.Sc.            | Psychological Counselling, University of Surrey (Via Roehampton Institute), 1987.                 |
| M.A.(Econ).      | Social Psychology and Research Methodology, University of Manchester, 1977.                       |
| B.A.(Econ)Hons.  | Sociology, University of Manchester, 1976.  |
| Cert. Ed.(Dist). | CNAA, Dorset Institute of Higher Education (now Bournemouth University), 1983.                    |

### **MAJOR ACCOMPLISHMENTS**

#### **Forensic and Expert Testimony**

- Provided psychological reports and expert testimony in criminal and civil litigation in the UK, the USA, and Bermuda.
- Experience in:
  - Risk Assessment of Violence
  - Risk Assessment of Sexual Violence
  - Psychopathy
  - Memory and Confabulation
  - Eyewitness testimony
  - Psychometric testing
  - Neuropsychological Assessments
  - Vocational and Workplace Assessments regarding psychological problems
  - Posttraumatic Stress Disorder/Psychological Trauma
  - Matrimonial and Family matters
  - Parenting Assessments

- Personality Disorders
- Psychological Competence
- Personal Injury
- Depression
- ME/Chronic Fatigue Syndrome
- Drug and Alcohol Abuse
- Workplace Substance Abuse
- Workplace Stress
- Harassment/Bullying
- Employment/Career prognosis reports
- Educational Needs
- Workplace Violence
- Psychological Counselling and Therapy

### **Psychological Counselling and Therapy**

- Worked in private practice with over 2,000 patients.
- Supervised more than 100 therapists.
- Separate qualifications and training in a number of therapeutic styles supporting a truly integrated eclectic approach.
- Assessment and Diagnostic specialist.
- Crisis Intervention.

### **Corporate Management of Drug and Alcohol Problems**

- Awarded US ‘National Interest Waiver’ Permanent Resident Status for his work with Fortune 500 companies.
- UK clients have included: Conoco, Esso (Exxon), British Rail, Monsanto, Mobil, Texaco, and the BBC.
- Provided Problem Assessment; Policy Review, Formulation, and Implementation; Training; Testing; Support and Recovery Programs; and Policy Monitoring and Evaluation.
- Successfully negotiated with Labor Unions.
- Worked with existing Employee Assistance Programs at Strategic Level.
- Measurable benefits achieved include:
  - Reduced accidents, sickness, and absenteeism
  - Reduced health insurance costs
  - Reduced employee turnover and recruitment costs
  - Reduced product liability and litigation
  - Improved Labor Relations, Corporate Image, and Employee Satisfaction
  - Increased efficiency and productivity
  - Increased profits.

## **Leadership and Organization Development**

- Worked for Fortune 500 and Times 100 companies at Corporate, Team, and Individual levels.
- Conducted Company Audits and Organization Surveys.
- Provided Senior Management Development, Board Level Facilitation, and Executive Coaching.
- Developed Competency Models.
- Advised on Corporate Strategy and Change Management.
- Developed Customer Care Strategies and implemented Customer Care Audits and Training Programs.
- Facilitated Kick Start Workshops for Project Teams.
- Designed and implemented Assessment Centers and recruitment strategies.
- Developed Global HR Strategies.
- Provided M & A support and Culture Realignment training.
- Critical Incident Stress Debriefing.
- Outplacement/Career Transition.

## **WORK HISTORY**

<b>Psychologist in private practice</b>	<b>1980 –</b>
<b>Present</b>	
<b>Dorset Institute of Higher Education, UK (now Bournemouth University)</b>	<b>1980 – 1987</b>
Senior Lecturer in Management & Psychology	
<b>Rose Bruford College, Kent, UK</b>	<b>1979 – 1980</b>
Lecturer	
<b>University of Manchester, UK</b>	<b>1973 – 1979</b>
Full time education, research, and tutoring	
<b>Professional Actor, UK</b>	<b>1965 – 1973</b>

### **DIRECTORSHIPS**

<b>Managing Director, The Psychology Group Ltd. UK</b>	<b>2005 – 2009</b>
<b>Chief Executive Officer, Synnabar Consulting, Inc. USA</b>	<b>2002 – 2010</b>
<b>Director, British American Business Council, Santa Monica USA</b>	<b>2001 – 2003</b>
<b>Deputy Chairman, The Global Consulting Partnership, Inc. USA</b>	<b>2000 – 2002</b>
<b>President, Transatlantic Management Associates, Inc. USA</b>	<b>1990 – 1992</b>
<b>Managing Director, Gilbert-Anderson Associates Ltd. UK</b>	<b>1985 – 1994</b>

### **PROFESSIONAL AFFILIATIONS**

Associate Fellow of the British Psychological Society (AFBPsS)  
 Full Member of the American Psychological Association  
 Member of APA Division 41: American Psychology-Law Society  
 Member of the British Society of Clinical & Academic Hypnosis (1985 – 2020)  
 Member of the British Academy of Film and Television Arts (1991 – 2016)

### **PROFESSIONAL TITLES**

Chartered Psychologist (C.Psychol), UK  
 Registered Psychologist, Health and Care Professions Council  
 Practitioner Psychologist, Health and Care Professions Council  
 Clinical Psychologist, Health and Care Professions Council  
 Forensic Psychologist, Health and Care Professions Council  
 Counselling Psychologist, Health and Care Professions Council  
 Occupational Psychologist, Health and Care Professions Council  
 Neuropsychologist (not a protected title)  
 Chartered Scientist (CSci), UK (from instigation to 2022)

### **MEDIA AND PRESENTATIONS**

- BBC credit, on camera expert in *Fantasy Career* (15/16/19 January 2005)
- On camera interview, BBC *Panorama* 'One Click From Capture' (21 May 2008)
- Interviews, quotations, and byline articles in numerous publications including:
  - Social Work Today (USA)
  - East Bay Business Times (USA)
  - El Diario (Brazil)
  - Fortune Magazine (USA)
  - Scripps Howard News Service
  - Ecruter Connection 2002
  - The Royal Gazette (Bermuda) 2005
  - The Bermuda Sun 2005
- A frequent speaker, presenter, and facilitator both in the UK and the USA at professional conferences, seminars, and Master Class training events.