

## Curriculum Vitae

**GORDON TINLINE** BA (Hons), MSc, MBA, C.Psychol. AFBPsS

### Freelance Occupational Psychologist

Gordon is a very experienced occupational psychologist<sup>1</sup>. In August 2014 he left the University of Manchester spin-off company Robertson Cooper after fifteen years to operate on a freelance basis. He joined Professors Ivan Robertson and Cary Cooper in 1999 to launch Robertson Cooper and was the inaugural Managing Director. He went on to serve as a Director and senior occupational psychologist leading a wide range of assignments. Prior to joining Robertson Cooper, he worked with PA Consulting Group and the psychometric test publisher ASE (NFER-NELSON).

An experienced practitioner with broad experience in the field, Gordon has particular strengths in the areas of: Mental Health in the workplace; Psychological Wellbeing and Resilience; Leadership Development and Coaching; Assessment and Selection. As well as his Masters level qualification in occupational psychology he has an MBA from Warwick Business School.

#### SUMMARY OF CONSULTANCY EXPERIENCE

##### **As a Freelance Occupational Psychologist: GT Work Psychology (Sept 2014 – Present)**

###### Direct client work

- Individual coaching for career transition
- Resilience coaching for senior executives in a wealth management firm
- Wellbeing and Resilience building sessions for a pharmaceutical company
- Training on leadership and resilience for police service and local authority clients
- Mental health training for managers in an insurance company (including online)
- Coaching and mentoring for The Premier League (Academy managers and coaches)

###### Associate Work

- With Kiddy & Partners:
  - Developmental assessment, feedback and coaching for senior managers in a FTSE100 company.
  - Psychometric assessment, reporting and feedback for mid-level managers a large global FMCG business.
  - Development Centre assessment, reporting and feedback for a major defence sector company.
  - Development Centre role play / assessment for mid-level managers in a large global business

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<sup>1</sup> Chartered Occupational Psychologist with the BPS and Registered Practitioner Psychologist with the HCPC.

- With Collinson Grant / Watershed
  - Psychometric assessment of candidates for management roles across industrial retail companies
  - Development and implementation of outplacement online training
  - Outplacement coaching
  
- With Cappfinity:
  - Lead Assessor on strengths-based assessment centres for graduate and higher apprentice recruitment into large banking sector and media clients
  - Assessor on strengths-based development centres for leading insurance company
  - Strengths based Assessment and Development Centre design for a range of private sector clients.
  
- With Robertson Cooper:
  - Leadership and resilience sessions with the Exec Team and Senior Leaders at an NHS Trust
  - Leadership and Resilience Training for the BBC
  - Assessment Centres lead for a prestigious wealth management bank.
  - Resilience training for pharmaceutical company
  - Leadership and resilience input into senior and team-based sessions for the Defence Academy and the MOD
  - Feedback and coaching sessions for divisional managers in a retail bank
  - Leadership and Resilience training for Network Rail
  
- With Sixth Sense Consulting
  - Design and implementation of resilience training for managers and other staff in Siemens
  - Design and implementation of a programme to recruit, train and onboard wellbeing champions in a large IT consultancy
  
- With Skill Boosters:
  - Mental health in the workplace awareness training with professional services firm and other clients
  - Contributions to video-based training (e.g., managing remote teams, strengths-based development)

### **The Open University (Apr 2019 – October 2021)**

Associate Lecturer on a Leadership in Practice module which is part of a senior leaders' masters apprenticeship MBA programme. Focus of this is on applying MBA academic learning in the workplace. In addition, supporting the development of student Mental Health induction in the Faculty of Business and Law.

### **Robertson Cooper Ltd (1999 – 2014), key assignments included:-**

- Regular lead assessor on Assessment Centres for a leading investment and wealth management bank.
- Design and delivery of a management development programme for Atkins, with wellbeing and resilience at its core.
- Delivery of NHSI Board Development process with 4 NHS Trusts.
- Board development support over a 12-month period with an acute care NHS Trust.

- Lead facilitation of the Corporate Leadership First programme (8 x one-week programmes) for Senior Civil Servants.
- Running leadership and resilience programmes for senior armed forces and defence sector leaders with The Defence Academy.
- Leading a project to help Shell develop a State of Thriving assessment.
- Leadership development (including one-to-one coaching) for senior managers in engineering companies at Strix Ltd and Eggborough Power Station (part of British Energy).
- Cabinet Office Fast Track selection system improvement projects.
- Assessment validation project for The Metropolitan Police Service.
- Psychometric assessment for selection into UMIST Ventures Ltd and start-up ventures.
- Leadership development for senior managers at City of London Police and the University of Northampton (built around Robertson Cooper's Leadership Impact assessment tool).
- Resilience training and leadership and resilience training for large number of organisations across sectors, including executive team level.
- Delivery of wellbeing and resilience workshops in a number of leading UK banks.
- Leadership and wellbeing support for two leading Mental Health Trusts.
- Lead consultant on 15 Police Service Wellbeing / stress audit projects, including The Metropolitan Police Service.
- Lead consultant on stress / wellbeing audits for Council of Europe, London Fire Brigade, Conoco Philips, HM Treasury, North West Prison Service, Foreign and Commonwealth Office

**PA Consulting Group (1997-99):**

- Development of Values and Capabilities for The Post Office.
- Design and Delivery of Assessment Centres to air transportation and telecommunications clients in the UK and Canada.
- Teambuilding workshops for: direct financial services provider; major IT hardware supplier; legal firm.
- Performance Management training for legal firm.
- Development of PA's graduate recruitment process.

**ASE (NFER-NELSON) (1995-97):**

- Development and implementation of Assessment Centres for identifying senior management potential for Civil Service client.
- Competency analysis for civil service client.
- Individual psychometric assessment of Personal Business Advisers for a Business Link (Including developmental feedback).
- Design and delivery of Development Centres for directors and senior managers in a large publishing company.
- Assessment validation study for local authority employer.
- Psychometric assessment for business start-up venture.

Training delivered (also with ASE):

Lead tutor on a substantial number (25+) of public and in-company psychometric test training courses (BPS Level A and Level B courses).

#### **Four Elements Ltd (1993-95):**

- Study of Teamwork in Nuclear Power Station Central Control Rooms.
- Development of Safety Management Audit for Major Hazard Installations Task analysis of hazardous tasks on offshore platform.
- Study of the influence of organisational factors on safety in Dutch Major Hazard Industries.
- Human Factors Analysis of accident databases.

#### **Earlier Employment**

Prior to his change of career into psychology Gordon spent twelve years with the MOD at Rosyth Naval Dockyard, first as an Electrical Fitter (including four-year apprenticeship), and latterly as an Electrical Design Draughtsman. In his last three years in the Dockyard, Gordon managed technical procurement projects and carried out Computer Aided Design work.

#### **EMPLOYMENT TIMELINE**

2014 - Present	Freelance Occupational Psychologist (GT Work Psychology)
2019 – 2021	Associate Lecturer, The Open University
1999 – 2014	Director, Robertson Cooper Ltd
1997-99	Principal Consultant, PA Consulting Group
1995-97	Senior Consultant, ASE
1993-95	Scientist, Four Elements Ltd
1991-92	Full-time Postgraduate Student UMIST
1979-91	Electrical Engineer, MOD

#### **QUALIFICATIONS**

MBA. Warwick Business School, The University of Warwick. 2006.

MSc Organisational Psychology. Manchester School of Management, The University of Manchester Institute of Science and Technology (UMIST). 1992.

BA (Hons) 2.1 The Open University. British Psychological Society (BPS) Approved Psychology package. 1990.

BPS Level A and Level B (Intermediate) Certificates of competence in occupational testing. Registered psychometric test user (BPS)

Qualified in the following personality measures: all main Hogan Instruments; with Capp – Strengths Profile; with Talent Q - Dimensions; with Hogrefe – NEO; with PA Consulting – PAPI; with ASE - 16PF; with Oxford Psychologists Press - MBTI; with Saville and Holdsworth Ltd - OPQ. Also, regularly interprets Wave assessments.

## **PROFESSIONAL AFFILIATION**

- Chartered Occupational Psychologist with the British Psychological Society
- Registered Practitioner Psychologist with the Health and Care Professions Council.
- Associate Fellow with the British Psychological Society.

## **Publications**

A substantial number of papers, book chapters and blogs – list available on request.

Lead author (with Professor Cary Cooper) of “The Outstanding Middle Manager” aimed at those in mid to senior level roles as a practical guide to managing the pressures people at these levels face and staying motivated and continuing to develop your career. Published by Kogan Page.

Co-author (with Dominic Cooper and Ivan Robertson) of “Recruitment and Selection: A Framework for Success.” Published by Thomson Publishing.