

Curriculum Vitae

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

Freelance Business Psychologist

Gordon is a very experienced business psychologist¹. In August 2014 he left Robertson Cooper after nearly 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 key senior business 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: Psychological Wellbeing and Resilience; Leadership Development; Assessment and Selection. Gordon is a very effective and highly engaging presenter and trainer and has received overwhelmingly positive feedback over the years in these roles. As well as his Masters level qualification in business psychology he has an MBA from Warwick Business School.

SUMMARY OF CONSULTANCY EXPERIENCE

As a Freelance Business Psychologist: GT Work Psychology (Sept 2014 – Present)

- 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 Novartis Vaccines
 - 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 Capp:
 - Lead Assessor on strengths based assessment centres for graduate recruitment into a large banking group
 - Assessment and Development Centre design for a range of private sector clients
- With Kiddy & Partners:
 - 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
- With Skill Boosters:
 - Design and launch of [Skill Boosters Live](#): blended learning solutions.
 - Mental health in the workplace awareness training with professional services firm and other clients

¹ Chartered Occupational Psychologist with the BPS and Registered Practitioner Psychologist with the HCPC.

- With Sixth Sense Consulting
 - Design and implementation of resilience training for managers and other staff in Siemens
- Direct work:
 - Individual coaching for career transition
 - Presentations on leadership and resilience for police service and local authority clients
 - Wellbeing and Resilience building sessions for a pharmaceutical company

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

- Resilience training and leadership and resilience training for large number of organisations across sectors, including executive team level.
- Design and delivery of a management development programme for Atkins, with wellbeing and resilience at its core.
- 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.
- Regular lead assessor on Assessment Centres for a leading investment and wealth management bank.
- Delivery of wellbeing and resilience workshops in a number of leading UK banks.
- Delivery of NHSI Board Development process with 4 NHS Trusts.
- Board development support over a 12-month period with an acute care NHS Trust.
- Leadership and wellbeing support for two leading Mental Health Trusts.
- Lead facilitation of the Corporate Leadership First programme (8 x one week programmes) for Senior Civil Servants.
- Leadership development (including one-to-one coaching) for senior managers in engineering companies at Strix Ltd and Eggborough Power Station (part of British Energy).
- 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
- 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).

With 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.

With 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).

With 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 off-shore 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

Present	Freelance Business Psychologist (GT Work Psychology)
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 Certificates of competence in occupational testing. Qualified in following personality measures: with Talent Q Dimensions; with PA Consulting – PAPI; with ASE - 16PF, NEO; with Oxford Psychologists Press - MBTI; with Saville and Holdsworth Ltd - OPQ.

PROFESSIONAL AFFILIATION

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

Publications

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

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

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.