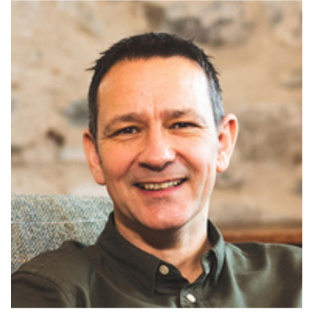




GORDON RYAN

SUMMARY

Chartered and Registered Occupational Psychologist and Chartered Coaching Psychologist

Associate Fellow of the British Psychological Society (BPS).

MSc Occupational Psychology. BSc (Hons) Psychology.

Registered Occupational Psychology Supervisor.

ILM (Level 7) Executive Coach.

Civil Mediation Council Accredited Workplace Mediator

Professional Experience

- An experienced senior public sector leader, Gordon has directed teams within the public sector with a national remit.
- He brings a practical and applied approach to evidence-based practice.
- Gordon began his career within a HR consultancy focusing on organisational development, change, leadership development and assessment.
- To achieve chartered status as an occupational psychologist he moved to manage a team specialising in workplace assessment within policing.
- He was quickly requested to move to a national role overseeing the behavioural assessment of police officers across England and Wales.
- As the Principal Psychologist for the National Policing Improvement Agency, and later the College of Policing, he led on the introduction of national standards within policing. Introducing change on a UK-wide basis.
- In 2015, Gordon took the opportunity to build an independent practice, still with a focus mainly within UK public sector organisations. Although, he has operated in several private and overseas organisations too.
- Specialising in organisational development, organisational behaviour and culture, he became an Executive Coach in 2016 and then a chartered Coaching Psychologist in 2023.
- Gordon's work in organisational team dynamics, development and coaching kept highlighting the role of conflict in teams and he questioned why mediation was not a core part of the training of occupational psychologists. To explore and role model this he reached out to Emma at EM Solutions and undertook the mediation training as a proof of concept.

- In a voluntary capacity, Gordon is the British Psychologist Society Occupational Psychologist Practice Board Lead. A strategic governance board aligning practice across psychology disciplines. He undertakes the BPS accreditation of post-graduate education.
- He is currently completing a professional doctorate looking into the relationships between psychologist safety, workplace belongingness and performance. These topics each have relevance to mediation.

Mediation Experience

- Gordon is a CMC accredited workplace mediator, having completed his training with EMS in 2024 and he was delighted to be invited to join the EMS panel on qualification.
- He has been mediating since he qualified and is enjoying expanding his practice on the back of a successful coaching career.
- As part of his roles within the British Psychological Society, Gordon has been advocating for mediation to become a core aspect of the educational standards for occupational psychologists as part of organisational behaviour and wellbeing.