



Kathy de Beer

Kathy is a Sykes Fairbairn Associate. She is a dynamic and pragmatic organisational psychologist with 10 years experience in both public and private sectors, as both an internal and external consultant. In addition to her OD consultancy track record, she has experience of people management in various sectors.

At the heart of Kathy's practice is the idea of possibility: 'the future is not some place that we are going to, but a place that we are creating'.

Organisations, teams and individuals have infinite scope for innovation, influence and success that is often hampered by limited self-belief, helplessness or rigidity. Kathy's challenge is to optimize the extent to which people can create the environments and achievements that they desire. A key aspect of Kathy's approach is troubleshooting: quickly identifying the most beneficial outcome for the client, and choosing from a range of tools, techniques and models, to deliver the required result.

Before returning to external consultancy in early 2005, Kathy headed up the Europe, Middle East and Africa OD team within JPMorgan. This role entailed leadership of all OD/learning/diversity work for the region covering leadership development, talent and diversity strategies, employee engagement, change and team performance development. A key innovation was applying the psychology of error to minimise financial losses within key businesses. Prior to this Kathy worked on futuristic people requirements and change strategies necessitated by new technology for the MOD. Significant achievements included restructuring a key operational branch of the Navy and designing a methodology for definition of the people considerations of new technology and equipment.

For more information

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