

Our consultants and coaches

Kirstin Irving



Kirstin Irving Chartered and Registered Psychologist and Founding Partner

Kirstin established her first consulting business in 1994. She soon gained an outstanding personal reputation for listening to what is needed, providing high-value, workable solutions and engaging with clients as a true partner. Her business success, combined with her strong and growing interest in the psychology of change and organisational systems, led her to co-found Irving Allan in 2007. Enlivened by working with changing organisations she combines her experience and psychological training to enable businesses to navigate ever more complex and challenging environments.

Experience

Kirstin began her career as a research psychologist with the University of Nottingham, where she worked with NHS staff to understand perception of risk as related to occupational hazards and safe working practices. She then worked as a Change Manager for the BBC World Service. Tasked with implementing a new policy and associated procedures, she worked with London-based journalists broadcasting to regions throughout the world in more than 30 languages.

For the next several years she worked with automotive industry teams responsible for designing and implementing change programmes throughout Europe. Teaching and consulting using the Managed Change™ approach she supported people to see what needed to be done, to play their change roles effectively, to engage successfully with those impacted by change and to identify and mitigate risk associated with resistance.

Since then Kirstin has consulted to organisations across Europe and in North America, primarily in the aviation, construction, engineering, financial services, and utilities sectors. Her client groups include senior level sponsors, their change agent teams and people at all levels impacted by change.

Notable assignments include:

- Half day transition events and consultancy for a low-cost airline in support of successful acquisition of one of its major competitors
- 18 month consulting engagement with the IS Transformation Team of a UK based utility, supporting structural and cultural change
- Bespoke change management training for key change agents and sponsors responsible for implementing Lean in manufacturing plants throughout Europe
- Support over a two year period for the senior management team of a global Office Services function as they re-structured and re-positioned in response to exponential business growth

Education, training & affiliations

Kirstin graduated from the University of St. Andrews in 1991 with a first class honours degree in Psychology. She completed her MSc in Occupational Psychology at the University of Nottingham the following year and became Chartered in 1997. Further qualifications she draws on include:

- Master of Managed Change™ (LaMarsh & Associates)
- Certification to use psychometric instruments including MBTI, 16PF and Hogans

She is a member of the British Psychological Society and of the Chartered Institute of Personnel & Development. She receives supervision on her practice and supervises psychologists in training.

Working with Kirstin

Kirstin thrives in challenging environments, being appreciated by clients for her drive and practical intelligence. She is able to frame complex situations and apparently intractable problems in a way that enables people to work successfully with them. She brings with her a quiet presence and a deep sense of what it means to do the right thing.



To talk with Kirstin about your change challenges, contact her directly:

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