

Our consultants and coaches

Peter Fennah



Peter Fennah Chartered and Registered Psychologist

Peter works with us to support a range of change-related opportunities for individuals, particularly those related to career transition, development and planning. Experienced in programme design, including for career transition (outplacement) and management development, Peter is a skilled consultant, coach and facilitator/trainer.

Peter was previously Director of Cranfield University School of Management's Careers Department, where he led multi-disciplinary teams and lectured across all programmes on personal & professional development. He continues to contribute to the Customised Executive Education Department (rated No1 for executive education in the UK, FT2009).

Recognised as an expert in the field of identifying and effecting meaningful career transitions, Peter offers individual career coaching for senior executives, including career and CV build/review.

Experience

Peter's extensive experience includes leadership development centres and coaching for the Civil Service, United Nations, Sony and Mott MacDonald, and talent development in companies including RBS. He has a solid track record creating placement success of 7th in the world (Economist 2007-9) for Cranfield's full time MBA programme, where students consistently rated 90%+ satisfaction with their new roles.

Areas he consistently brings insight to, and where he enjoys applying his skills, include:

- Career transition & leadership development coaching
- Performance coaching for executives & managers, including First 100 days
- Training events concerning meaningful career transition
- Talent development, assessment/development and outplacement programmes

Recent involvements include:

- Designing ongoing talent development in a global engineering management firm to engage high potentials and facilitate senior management coaching skills.
- Numerous senior management to CEO coaching engagements.
- Psychological profiling and developmental feedback for leaders of multiple global agencies within the United Nations.
- Workshops for MBAs across the UK's top business schools in career transition management.

Education and training

Peter has a 2:1 and an MA in Psychology (Dundee University 1997), Organizational Psychology MSc (City University, London, 1999), and Diploma in Performance Coaching (Newcastle College 2001). Other qualifications and training he is able to draw on include:

- Licensed Career Counseling Service Professional
- Level A & B psychometric certification by the British Psychological Society including: WAVE; MBTI (Steps 1 & 2); FIRO-B; Hogan Personality Inventory; 16PF5; OPQ; Morrisby Test Battery; various EQ instruments.

Working with Peter

Peter inspires business leaders to think in new ways and realise the choices that they have about their development agenda and career paths. He is passionate about helping people to strategically navigate uncertainties and to build confidence in themselves and their businesses. Whether working with individuals or large groups he brings, "*creativity, immense expertise and motivational energy to help clarify career objectives . . . very approachable, honest, well informed, professional, straightforward and clear.*"



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To discuss how Peter could assist executives through career transitions, or with broader change-related talent development, in the first instance please contact our main office

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