

Dr Jodi O'Dell

ABP Manchester Group – MMU

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Background





Dr Jodi O'Dell

- 20 years occupational psychologist, researcher, consultant, coach
- PhD in Coaching Psychology (MBS)
- Masters in Occupational Psychology (UMIST)
- Worked with boards and senior executives to drive organisational performance
- Worked globally (Malaysia, UAE, Europe and UK)
- Industry sectors - diverse public, private and non-profit sectors
- Oil and Gas, Banking, Retail, Healthcare, NHS, Pharmaceutical....

Work of an occupational psychologist

| Assessment | OD – Organisational Development |
|--|---|
|  |  |
| <ul style="list-style-type: none">• Selection | <ul style="list-style-type: none">• Strategic workshops |
| <ul style="list-style-type: none">• Development | <ul style="list-style-type: none">• Designing Process Interventions |
| <ul style="list-style-type: none">• Psychometrics | <ul style="list-style-type: none">• People vs Process |
| <ul style="list-style-type: none">• Exercise design | <ul style="list-style-type: none">• Change programmes |
| <ul style="list-style-type: none">• Assessment / development centres | <ul style="list-style-type: none">• Setting strategic priorities |
| <ul style="list-style-type: none">• Coaching | <ul style="list-style-type: none">• Vision, mission |
| <ul style="list-style-type: none">• Leadership programmes | <ul style="list-style-type: none">• Creativity |

Entry point.....

| Employed | Freelance |
|---|--|
|  |  |
| <ul style="list-style-type: none">• Apprenticeship | <ul style="list-style-type: none">• Associate route |
| <ul style="list-style-type: none">• Big HR consulting firms | <ul style="list-style-type: none">• Direct client route |
| <ul style="list-style-type: none">• Penna, Cubiks, Hay Group, LHH | <ul style="list-style-type: none">• Comfort with uncertainty |
| <ul style="list-style-type: none">• Chartership | <ul style="list-style-type: none">• Business development |
| <ul style="list-style-type: none">• Larger organisations, e.g. GMP, DWP | <ul style="list-style-type: none">• Relationship building / networking |
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| | |

Changing landscape.....

- Big consulting firms buying out smaller ones
- Influx of 'freelancers'... HR + L+D professionals
- Change and Transformation – recurring theme
- Agility
- Technology / AI / Gamification
- Automated solutions
- Removing costs

Clients



London
Stock Exchange



Manchester
Metropolitan
University



Essex County
Fire & Rescue Service



KUEHNE+NAGEL




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HAKKASAN
GROUP



Staffordshire and Lancashire
Commissioning Support Unit



Mid Essex Hospital Services 
NHS Trust



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engage 
drives development