



Associate Profile

Steve Carter



Steve is an award-winning Business Psychologist, well known for his expertise and innovative approaches with an impressive track record of creating cohesive leadership teams that transcend boundaries of function, geography, hierarchy and ownership. He is often the turn-to consultant leader for organisational culture and behaviour change initiatives. With a thought provoking and challenging style, Steve is a natural coach and facilitator who feels and understands the issues at hand very quickly and can establish deep and insightful rapport. His practical business sense, ability to assimilate quickly the challenges and character of a particular organisation and multicultural experience working worldwide has built huge credibility working with CEOs and Senior Teams.

Steve has an MSc in Occupational Psychology from the University of London, he has held senior positions as Director of TDA Consulting and Head of Management Development at the Chartered Management Institute, where he represented the Institute at European level with the European Forum for Management Development. He has written four books, numerous articles, and speaks at international conferences. Steve is a Fellow of the Royal Geographical Society; Board Member and Principal Member of the Association of Business Psychologists, as well as a member of the Association of Psychological Science, the Society of Authors and the British Psychological Society.

Qualifications/Experience

- MSc in Occupational Psychology from the University of London
- Fellow of the Royal Geographical Society
- Principal member of the Association of Business Psychologists
- Member of the Association of Psychological Science, the Society of Authors

- British Psychological Society and Performing Right Society.

Specialist Areas

- **Transformation of performance** with a strong focus on the development of leaders and the top teams of an organisation

"When the Irish Government acquired a majority shareholding in Allied Irish Banks, a new leadership team urgently needed to understand the culture and management approach in the organisation, and establish an alternative structure, behaviours and ethos for a deeply challenged organisation. Steve mobilised resources to make substantial progress in all areas in less than 12 months, as a vital support to a transitional management team."

