

## Caroline Gourlay BSc, MSc, CPsychol

Caroline is a business psychologist with a particular interest in medium-sized businesses, though she has also worked with clients in large corporate organisations and the public sector.

Caroline has a deep understanding of what makes individuals and organisations tick. She has particular expertise in identifying and developing talent, ensuring that the companies find the right people for key positions and that people are able to develop to their full potential.

She has worked as an advisor to a large family business over a long period, supporting the second generation to develop the necessary skills and understanding to take over from their father on his retirement. She has also coached directors who are non-family members and advised the MD on the recruitment of non-family members to key appointments.

Caroline also works with private equity firms assessing entire management teams for management due diligence purposes, evaluating risk prior to making an investment. She is a qualified executive coach and leadership mentor, a chartered psychologist and is registered with the British Psychological Society to use a range of psychometric tests. She also holds a certificate in counselling skills.

Prior to retraining as a psychologist in 1996, Caroline had a career in software development and brings something of the analytical approach she used in that field to her work as a psychologist. During her IT career, she held line management roles in a major blue chip company and was a successful project manager.