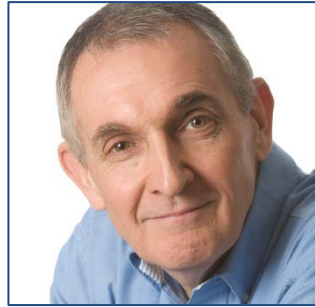


Rob Irving

the
**Talent
Alliance**

Dr Rob Irving is a highly experienced practitioner in executive assessment and development. Much of his work has been on behalf of the executive boards of major corporate clients in the UK and internationally. He has worked closely with them to help identify, integrate & develop senior management resources during mergers, acquisitions and other change processes. He has also supported many quoted companies in the selection of board talent and with their succession and high-potential development plans. He assists private equity firms realize maximum returns through the application of a rigorous human capital due diligence process.



Rob is recognized for the depth of his insights into individual behaviour and leadership effectiveness. His breadth of experience in assessment techniques enables him to advise his clients about the most effective ways to identify and develop their leadership talent. Last but not least, he has developed Board Performance Evaluation methodologies to support effective corporate governance.

Rob holds a BA in Sociology from York University and an MSc in Organisational Psychology from London University. He obtained his Ph.D. at the Birmingham University. He has been a visiting speaker at Templeton College, Oxford University and since 2008 a visiting Coach on Senior Leadership Development Programmes at IMD, Lausanne.

Rob has considerable experience and reputation in his area of expertise. Prior to co-founding The Talent Alliance in 2011, he has led and established the executive assessment practice of renowned Executive Search firms (mainly Whitehead Mann Limited in London until 2002 and Russell Reynolds Associates in 2003). From 2004 to 2010, he was Managing Director of the UK office of RHR International, the pioneer of business psychology.

He spent the first 7 years of his career in executive Human Resources positions, with Imperial Group plc and with the British Steel Corporation, where he worked on projects in Iran and Saudi Arabia.

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