

Dr. Chinthia Dissanayake

Chartered Psychologist & Associate Fellow of the British Psychological Society

Overview:

Chinthia is a Chartered Psychologist with over 20 years of experience in the specialist field of talent development and dispute resolution in the workplace. She partners with national and international organisations to identify individual and team development needs to enhance organisational effectiveness, with a focus on talent mobilisation through psychometric assessment and tailored developmental coaching.

Chinthia engages with a variety of in developing talent, from international and local Civil Services to the aviation and automotive industries to law enforcement and more recently in the design and delivery of an inclusive and diverse change management programme for a leading global conservation organisation.

Academically, she is actively engaged in applied research and routinely participates in professional conferences. In 2018, her innovative work in building organisational resilience received special recognition from her professional body, British Psychological Society, UK.

Representative Client Engagements:

- Design and delivery of talent development programme for national & international Educational Establishments undergoing change to build and maintain performance.
- Evaluation of a downsizing programme within the Aviation Safety sector to monitor and manage impact of stress on high pressure roles, whilst liaising closely with leadership and trade unions to mitigate threat of industrial dispute.
- Senior leadership development through targeted coaching within banking, Bio-tech and service industries.
- Delivery of senior leadership development programme for diversity, equity and inclusion within public and international conservation sectors.
- Working with business leaders and institutions in Sri Lanka to advance HR policies that are transparent and fair in post-war rebuilding of the economy.



Areas of Expertise:

Assessment for development
Assessment for selection
Talent Management
Interview design and delivery
360 degree feedback
Psychometric testing
Psychometric Interpretation and report-writing
Performance management
Leadership development
Organisational development and change
Leadership and team resilience
Career Development
Workplace Mediation

Client Types/Levels of Experience:

Private and public sector
National and multinational
School, graduate to very senior level
Charities
Pharmaceutical

Industry/ Functional Experience:

Aviation
Banking & Finance
Central government
Charity
Education
Retail
Secondary & Higher education
Travel & Tourism

Representative Clients:

Abbey National, Aitken Spence, Antwerp British School, Barclays, Cabinet Office, DFID, FORDS of Europe, HMRC, Home Office, LEADS, London Business School, Marie Curie, National Air Traffic Controllers Training College, Octimet Oncology, Yamanouchi Research Institute, Ysgol Dewi Sant (Wales), Word WildlifeFund (WWF).

Cultural/Multi-National Experience:

UK, Europe and Sri Lanka
Goodwill Ambassador for child protection charity LEADS

Professional/Associate Experience:

Robertson Cooper Ltd, Pearn Kandola Ltd, Psychology @ Work Ltd & Rusando Ltd.
AKUMEN accredited consultant to Lee Hecht Harrison Penna.

Training and Education:

MSc Occupational Psychology, Cranfield Institute of Technology, Bedford.
PhD Selection & Assessment, Cranfield University, Bedford.
MA Law & Employment Relations, University of Leicester.
Advanced Coaching, University of Oxford.

Professional Affiliations:

Association for Coaching (UK)
British Psychological Society & Division of Occupational Psychology (DOP)
Career Development Institute (UK)
Health & Care Professions Council (HCPC)
European Association of Work & Organizational Psychology (EAWOP)
Civil Mediation Council (CMC)
National Career Development Association (USA)
International Affiliate of SIOP (USA)
Institute of Coaching (USA)
Founder member of Special Group in Coaching Psychology (BPS).

Certifications:

BPS Test User Educational : Ability / Attainment
BPS Test User Occupational: Ability & Personality (previously level A&B)
ASSET, CPI, HDS, HPI, 16PF. NEO PI-R, OPQ, Wave, Wave Team Roles.

