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Martin Stairs BSc, MSc, C.Psychol, AFBPsS

With over 25 years work experience, including 15 years as a business consultant, Martin is an Occupational Psychologist and specialist in occupational assessment, leadership development and employee engagement. He is an experienced coach, assessor, and facilitator and throughout his career has led the design and delivery of numerous project assignments including employee engagement surveys, audit procedures, selection campaigns (graduate through to CEO), and leadership development programmes.

Martin has worked extensively with public sector clients and leading blue-chip organisations across the UK and Europe, as well as internationally in Asia, the US and Australia. His experience extends across a broad client base including clients in the public sector (across both Central Government and Government agencies), and in the private and third sectors (in the Automotive and Transport, Banking and Financial Services, Consumer Goods, Education, Energy, Health and Pharmaceuticals, Insurance, IT and Telecoms, Media, and Professional Services sectors).

Martin's most recent work as an assessment and development specialist has been heavily focused on supporting central Government departments to strengthen their appointment and talent management processes. Since 2005 he has worked as an executive coach with over 100 senior leaders including Chief Executives, Board Members, and Ambassadors. Over that same period he has delivered individual feedback and coaching support to over 250 participants of leadership assessment and promotion programmes. He has also delivered a number of programmes of team coaching to help build team identity and develop high performing teams. Since 2010 Martin has acted in an advisory role supporting the Civil Service Commission on the most senior appointments across the Civil Service, including direct involvement in the appointment of over 80% of the current cadre of individuals with the grade of Permanent Secretary (or equivalent) running Departments of State and Non-Ministerial Departments.

Martin's research focus has been directed towards strengthening understanding of the relationship between people and work, in particular the factors that drive and hinder job satisfaction and employee engagement. This work culminated in contributions to a number of publications.

Martin is a Chartered Psychologist and Associate Fellow of the British Psychological Society (BPS), a registered Psychologist with the Health Professions Council (HPC), an Affiliate Member of the Chartered Institute of Personnel and Development (CIPD), and a member of the BPS Special Group in Coaching Psychology. He holds a Masters degree in Occupational Psychology from the University of Nottingham, as well as first degrees in Psychology and Physics. He is a qualified teacher and previously worked in the NHS and with a children's charity dedicated to providing care, education and therapy to traumatised children and young people. Martin lives with his wife and family in Northamptonshire where he runs his own consultancy practice.



Publications

As contributing author:

- Linley, A., Willars & Biswas-Diener, R. (2010) *The Strengths Book: Be Confident, Be Successful, and Enjoy Better Relationships by Realising the Best of You*. CAPP Press.

As author/co-author:

- Stairs, M. & Galpin, M. (2009) Positive engagement: from employee engagement to workplace happiness? Chapter in *The Oxford Handbook of Positive Psychology and Work*. Oxford University Press.
- Stairs, M., Galpin, M. & Page, N. (2008) Whose engagement is it anyway? *Organisations & People*, 15 (2), p.37-43.
- Stairs, M., Galpin, M., Page, N. & Linley, A. (2006) Retention on a knife edge: the role of employee engagement in talent management. *Selection & Development Review*, 22 (5), p.19-23.
- Stairs, M. (2005) Work happy: delivering competitive advantage by driving employee engagement. *Selection & Development Review*, 21 (5), p.7-11.
- Stairs, M. (2002) Online assessment: designing for fairness and equality. *www.onrec.com*, May 2002, p.22-23.
- Kandola, B. & Stairs, M. (2001) The use of psychometrics in managerial assessment. BPS Occupational Psychology Conference.
- Kandola, B., Stairs, M. & Sandford-Smith, R. (2000) Slim pickings. *People Management*, 6 (25), p. 28-30.

Recent Employment

04/2012 to Present	Director, People Fit Ltd
11/2005 to 04/2012	Partner, Martin Stairs Consulting
04/2000 to 11/2005	Managing Psychologist, Pearn Kandola Occupational Psychologists
02/1999 to 04/2000	Research Psychologist, Pearn Kandola Occupational Psychologists
07/1996 to 02/1999	Psychologist, South Lincolnshire Community & Healthcare Trust
09/1989 to 07/1995	Team Leader, Thornby Hall (part of the Peper Harow Community)

Training

May 2011	Saville Consulting Wave
May 2011	Talent Q Dimensions
December 2007	CAPP Strengths Coaching
March 2005	HPI
October 2003	MBTI
August 1999	OPQ32
June 1999	Level B Certificate of Competence in Occupational Testing
July 1998	Level A Certificate of Competence in Occupational Testing

Education

1998	MSc Occupational Psychology (University of Nottingham)
1996	Conversion Diploma Psychology (University of Nottingham)
1989	PGCE (University of Wales)
1988	BSc Physics (University of Kent)
1985	'A' Levels: Maths, Physics, Chemistry (Bedford School)
1983-85	'O' Levels: 13 subjects (Bedford School)