



Profile

Charles Shoemith

Qualifications

- BSc (Hons) Behavioural Science
- PGCE (Teaching qualification)
- MEd (Educational Psychology)
- MSc (Occupational Psychology)
- Chartered Psychologist (CPsychol)

Memberships

- Associate Fellow of the British Psychological Society (AFBPsS)



Biopic

Charles is a Chartered Psychologist who has many years' international experience consulting in the area of individual and organisational behaviour and learning. He has particular expertise in the design and development of innovative and effective solutions to complex organisational and people performance issues. He has consulted across a wide variety of business sectors addressing issues such as productivity, health and safety, quality, productivity and customer service. He is an extremely effective presenter and trainer, applying his background in learning and educational theory to tailor courses to meet specific needs.

Examples of Consultancy Assignments (Safety)

Global Oil and Gas Company

Designed and led a variety of safety projects including implementation of behavioural change processes, safety leadership development, and a scheme directed at contractor management. The focus has ranged from work with top teams through to direct work with the frontline workforce.

International Chemical Company

Designed and led a pan-European project where the focus was on identifying readiness factors relating to the implementation of a behaviour based safety process. This work then progressed into various implementations of a behaviour change process in plants in the UK, France, Holland and Denmark.

Train Operating Company

Led a behavioural research programme investigating why train drivers proceed through red signals. Designed subsequent intervention, which focused on developing more effective performance management skills in driver managers.

Major Energy Transmission and Distribution Business

Designed an innovative behaviour change process to fit the needs of this complex UK wide business where the workforce is widely dispersed. The process featured an emphasis on safety team performance and a structured reward and recognition system.

Nuclear Power Generation and Fuel Reprocessing Company

Designed and led workshops targeted at the company's behaviour based safety coordinators and human factors specialists. This work included the application of behavioural theory into accident investigation.

International Paper Production and Recycling

Designed a train-the-trainer package to assist this company in implementing a behavioural safety programme. Led the training of the trainers and then provided follow-on coaching so as to ensure transfer of skills from training environment to company sites.