

Martin Lewis

HR consultant with a psychology background honed in the corporate sector

Co-author of *The Competency Equation*, a study of global workplace practices

Education

Masters in HR Management and Organisational Psychology 1991
University of the Orange Free State

Career highlights

Strategic consultant RBS Consulting (South Africa) 1998-2015

Founding member and later Managing Director. Has consulted to more than a hundred companies across several industry sectors and in many different countries, from South Africa to Canada and Australia to Abu Dhabi. The primary focus of this business was on organisational development, organisational psychology, human resources management and people optimisation.

Strategic consultant MAC Consulting (South Africa) 1996-1998

Principal consultant and project manager in organisational development, handling areas such as strategy, process and structure analysis, as well as the related design and implementation; legal compliance and auditing; performance management; and psychological assessment. Organisational and people optimisation. Senior client and account management.

Organisational psychologist Anglo American Gold Division 1992-95

Primary responsibilities focused on assessment battery analysis and development, assessment governance development in terms of policies and procedures, case reviews, training and support for senior and executive management, business-people strategy facilitation and project management within capital projects.

Psychologist Military Institute for Behavioural Sciences 1990-91

Responsible for psychological assessment batteries; case reports and interpretation of results; hostage negotiations, counselling and profiling; and departmental budgeting and resourcing.