



## Marcus Gee

**Marcus likes to solve problems. He has a natural ability to understand an organisation's needs and issues; and develops innovative solutions to address them.**

### Examples of Recent Assignments

Marcus began his career in organisational psychology as a research analyst at University College London alongside a number of leading academics in the field; where he co-authored a number of peer-reviewed articles and book chapters on topics as varied as personality in the workplace, body language, and attitudes towards workplace surveillance. With a strong focus on research-based solutions, Marcus manages Research & Development at Mentis and is based in the UK office. In this role, Marcus creates innovative psychometric and development solutions for clients across North America, Europe, the Middle-East and Asia-Pacific.

### Business Experience

Marcus has worked with a variety of SMEs and blue-chip organisations in addressing human factor issues. In particular, Marcus has developed a new sociometric tool, Network Centrality, to visualize and analyse the working relationships between people in organisations. Network Centrality has proven useful not only to private sector organisations in getting the most out of their employee networks, but also to the health sector and law enforcement agencies.

### Training, Qualifications and Accreditations

Marcus has a Bsc in Psychology from the University of Bath, and is currently enrolled on his Msc in Organisational Psychology at Birkbeck. Marcus is qualified in L1 and advanced implementation and interpretation of Hogan psychometrics; BPS level A and P accredited; and accredited in the use of NEO. He is currently working towards being chartered as an Organisational Psychologist with the BPS; and is planning to complete a PhD on the topic of dark side personality traits and workplace social network characteristics.

### Contact

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## Personal Philosophy

I believe that there is a real, and detrimental, disconnect between management research and management practice. By using research based theory and solutions, the individuals we work with are more likely to develop and achieve their potential, and in turn, this can lead to greater development and success of organizations.

## Other Interests

Outside of work, Marcus enjoys the tranquility of fishing on the beach, even though he rarely catches any fish. Marcus and his girlfriend Gabrielle live in Bournemouth, and are lovers of exotic pets, having kept turtles, axolotls and African frogs.