



## Richard Brady, C Psychol, ACC

Richard started his career in organisational psychology in 1990 and is recognised as one of the leading international experts in the use and interpretation of personality profiling in organisations. He has been mentored by some of the leading academics in this area and conducted extensive research with Dr Robert & Dr Joyce Hogan and team in Tulsa, Oklahoma.

Richard has lived and worked as an expatriate for ten years in the Middle East and now South East Asia, and he is highly experienced in working across cultures. He founded Mentis in 2003 and has led the growth of the company. Mentis is a member of the Hogan ELITE Distributor Network and collaborates closely with Hogan partners around the world to provide global coverage to multi-national companies and consulting clients.

In particular, Richard's professional interests include the psychometric assessment of personality, aviation psychology, pilot selection, derailment risk in leadership, the identification of talented leaders and supporting both individuals and teams to work more effectively through coaching and facilitation.

### Examples of Recent Assignments

Richard started his career in the UK Civil Service working with the Employment Department Group. From a comparatively young age as a psychologist he was advising and counselling people with disabilities in order to try to save their employment after serious industrial injury or to provide in depth guidance around career opportunities and rehabilitation. He developed an empathic and a supportive style which is evident in his leadership approach and his capacity to assist people going through major career transitions and when working with teams.

In 1993 he transferred to the UK Ministry of Defence (Navy) and worked with the prestigious SP(N) Unit in the Second Sea Lord's Department based from Admiralty Arch, London where he supported the assessment of Officers and the training of military assessors up to the rank of Commodore. He was promoted to the position of Senior Psychologist and was attached to the Admiralty Interview Board for three years as the lead psychologist.

In 1998 Richard left the government sector and he started his career in consulting, working for five years with two different consulting firms, developing increasing international experience. In 2003 he founded Mentis and from small beginnings the company has grown substantially to operate on an international basis across three continents with regional offices in London, Dubai, Sharjah & Bangkok.

### Contact

Level 17  
Dashwood House  
69 Old Broad Street  
London, EC2M 1QS  
United Kingdom

Tel: +44 207 256 4068  
Fax: +44 207 256 4071

Level 41 & 42  
Emirates Towers  
Sheikh Zayed Road  
Dubai, UAE

Tel: +971 431 97461  
Fax: +971 431 97513

MR Center  
Level 41,  
United Center Building  
323 Silom Road,  
Bangkok 10500  
Thailand

Tel: +66 2 207 2552  
Fax: +66 2 207 2626

Email:  
richard.brady@mentisglobal.com



## Business Experience

Richard has worked across multiple business and government sectors and industries. He has recently supported Hilton Worldwide, Associated British Foods Plc, Oracle Corporation, Schneider Electric, DP World, Kimberly-Clark, Emirates Steel, Etihad Airways, and Qatar Airways.

## Training, Qualifications and Accreditations

- Bachelor's Degree in Psychology, University of Birmingham, 1989.
- Master's Degree (with Merit) in Occupational Psychology, Birkbeck College, University of London, 1998.
- MPhil/PhD student at Goldsmith's, University of London (2013 to 2018) with a thesis exploring the efficacy of Acceptance & Commitment Training in leadership coaching.
- A member of British Psychological Society and a Chartered Occupational Psychologist since 1998. A member of the Association of Business Psychologists.
- Registered with the Health & Care Professions Council.
- Credentialed as an Associate Certified Coach (ACC) with the highly-respected International Coach Federation.
- Founder Member of the BPS Special Group in Coaching Psychology.
- Certified in Neuro-Leadership Group's Results-Based Coaching system.
- Accredited to interpret a vast array of psychometric instruments. Completed Barrett Values Centre CTT Part 1 & 2 accreditation.
- The first and only consultant to be licensed to deliver the Hogan Advanced Interpretation Workshop outside the domestic US market. He has delivered in the region of 250 certification workshops since 2005.

## Personal Philosophy

*"I believe that aligning personal values with actions and behaviours is fundamental to personal effectiveness and team leadership. Every single human being has unique strengths and capacities, and with better insight and guidance they will achieve great things. Driven and ambitious leaders need feedback to make sure that their team is actually following them. It worries me that so many people are unfulfilled in their job – with better selection, guidance and coaching people can thrive in the right environment."*

## Other Interests

Based on the blessings of some commercial success it is good to be able to give back something. At Mentis, we have been focusing on humanitarian programs where we return a percentage of our profit to make a difference through direct support to the point of impact, rather than third party charitable donations with unclear outcomes.

I act as a leadership consultant on a pro bono basis for the International Rescue Committee which supports humanitarian projects around the globe. In addition, Mentis currently has an on-going social welfare project funding directly the education of qualified social workers in Costa Rica. Our first Master in Social Work completed the two-year educational program from the prestigious Universidad Latina after full academic sponsorship by Mentis and he is now working as a qualified social worker with the most vulnerable people in this beautiful but troubled country. When I am not working with Mentis, leading the company, or studying for my PhD, I love the opportunity to travel widely, play tennis badly, and to following my football team, Chelsea FC.