

## Glenn Nosworthy PhD



Glenn obtained his doctorate in Applied Psychology in 1993 from Queen's University, Canada, and began his career as an occupational psychologist in the Canadian Public Service followed by seven years with the Royal Canadian Mounted Police. In 1999, he moved to Singapore to join the faculty of the Business School of the National University of Singapore (NUS), where he later became Head of the Department of Management and Organisation. While at NUS he taught human resource management and organisational behaviour in undergraduate, PhD, MBA, and executive programmes.

In 2003, Glenn took up the role of regional Vice President for Assessment Services for SHL, a UK-based global consultancy specialising in leadership assessment and development; his responsibilities included both direct provision of services to key clients as well as contributing to the strategic direction and business growth of the company in the Asia-Pacific region.

Since 2004, Glenn has been operating as an independent consultant, but also maintains an associate relationship with SHL, the Singapore Civil Service College, and several other international and local HR consultancies. In 2010, he obtained a Certificate in Coaching from the Henley Business School (University of Reading, UK) via Singapore's Civil Service College. He presently specialises in managerial assessment, feedback, and coaching; selection process and instrument design; design and implementation assessment centres; competency modelling; and training on assessment-related skills and coaching. He is also the Lead Coach for a number of executive leadership programmes offered by NUS Business School. In 2011, he co-authored a chapter (with Ng Ee-Ling) on assessment centres in the Singapore Public Service for the book, *Assessment Centres and Global Talent Management* (Gower Publishing).

In his capacity as an independent consultant and associate, Glenn has done work for organisations such as DHL, NOL/APL, Allianz, Bulgari, Rabobank, Pfizer, Danone, Petronas, BHP Billiton, International Baccalaureate (coaching workshops), the Czech Ministry of the Interior, the Canadian Department of Defence and Atomic Energy Control Board of Canada, the Singapore Ministries of Education and Foreign Affairs, the Singapore Tourism Board, and other organisations within the Singapore Public Service. He is a Fellow of Civil Service College of Singapore and an Adjunct Associate Professor at NUS Business School, Department of Management and Organisation.

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