

# MARINA GROVE

## REGISTERED INDUSTRIAL PSYCHOLOGIST

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### EDUCATION

UNISA (2004 – 2006):

**M.Comm (Industrial Psychology)**

Dissertation topic – Competency design: The construct validity of a competency modelling method

University of Johannesburg (1999 – 2000):

**B.Comm Honours (Industrial Psychology)**

University of Johannesburg (1995 – 1997):

**B.Comm (Industrial Psychology) Cum Laude**

### ACADEMIC ACHIEVEMENTS

**2006:** Best Master's Student – Industrial and Organisational Psychology, Unisa

**2005:** Top Student – Organisational Psychology, Unisa

**2005:** Top Student – Personnel Psychology, Unisa

**2000:** Top Student – Organisational Theory and Design, UJ

**1997:** Chancellor's Academic list for top students in the Faculty of Business and Economic Sciences, UJ

### PROFESSIONAL MEMBERSHIP

#### SIOPSA

- **May 2008 – Present:** Member of the Executive Committee:
  - **2009** Conference portfolio
  - **2010** Secretary and Conference Portfolio
  - **Chairperson Ethics Committee**
- **June 2006 – Present:** Full member
- **Jan 2004 – May 2006:** Student member

#### HPCSA

- **June 2006 – Present:** Registered with the Health Professions Council of South Africa as Industrial Psychologist (PS0095818)

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## EXPERIENCE

### 1. Marina Grove and Associates

An independent consulting business, focusing on providing advice and expertise to business regarding people related aspects. Areas of focus include: individual and organisational assessments, individual and organisational development, change management and HR matters.

#### Projects: Aug 2009 – current

- Mining house – assessment centres
- Service company – assessment centres, communication, change management
- Insurance company – organisational development (diagnostic study)
- Property management company – organisational development (diagnostic study)
- Petroleum company – full scale talent management evaluation for top 40 executives

### 2. SHL South Africa

A global leader in talent assessment solutions in the workplace, supporting organisations in the selection and development of people at all levels and across all sectors.

#### Industrial Psychologist and Senior Consultant

Oct 06' to March 09'

#### Intern Industrial Psychologist and Consultant

Oct 03' to Sept 06'

### 3. Absa Bank, Group Finance

Absa Bank offers a range of banking and financial products and services to personal, commercial, and corporate customers in South Africa.

#### Project Consultant

Jan 03' to Sep 03'

### 4. Absa Bank, People Management

#### People Management Account Executive

Sept 01' to Dec 02'

#### Other positions

HR Consultant, May 99' to Sept 00', Absa

HR Officer, Sept 98' to April 99', Absa

Finance Officer, Jan 98' to Sept 98', Absa

## GENERAL

Married to Ewald, an Accountant

Megan Grove (daughter) is 15 months old

Most recent book read: *The Tipping Point*, Malcolm Gladwell

