

Partnering with JAM: Leadership, Talent & Culture

*A boutique firm of Business Psychologists
blending science with pragmatism to unlock
talent and create sustainable organisational
success.*



CONTENTS

*Empowering leaders,
transforming culture.*



[Welcome from Team JAM](#)



[Our Services](#)



[JAM Insights](#)



[JAM Lead](#)



[Talent JAM](#)



[Partnering for Client Success](#)



[Meet the Team](#)



[Our Approach](#)



[Get in Touch](#)



OUR VALUES

**WORK THAT FUELS
YOU**

BE A GOOD HUMAN

**WORK THAT
MATTERS**



Welcome from TEAM JAM

We're a team of business psychologists and leadership specialists who believe leadership has the power to make work not just productive, but meaningful: for people, organisations, and society.

What drives us is simple: we've seen that adaptive, human leadership is the real difference between organisations that thrive and those that struggle. That's why we put evidence-based insight at the heart of everything we do; combining best-in-class assessment, development and talent strategy with a down-to-earth, values-led approach.

Our values aren't just words on a page; they shape how we show up with each other and with our clients: with curiosity, integrity, and care. We love working in partnership with organisations who share our belief that leadership should inspire progress, not just performance.

We're proud of the work we do and the impact it creates, helping leaders to be in the strongest place they can possibly be, ready to navigate complexity, bring people with them, and create cultures where everyone can thrive.

A stylized, handwritten-style logo for JAM, written in a teal color.



OUR SERVICES

JAM Insights

LEADERSHIP ASSESSMENT

- *What we do:* Enable better decisions about appointing and developing senior and executive leaders.
- *How we do it:* Evidence-based assessments that reduce hiring risks, identify future leaders, and ensure smooth transitions.
- *Why it matters:* Senior leaders deliver maximum impact from day one.

JAM Lead

LEADERSHIP IMPACT

- *What we do:* Design and deliver leadership programmes that transform culture.
- *How we do it:* Combining behavioural insight with your business context to build leadership capability.
- *Why it matters:* Retain top talent, drive measurable change, and create cultures of growth.

Talent JAM

STRATEGIC TALENT PLANNING

- *What we do:* Align people strategy with business reality.
- *How we do it:* Partnering with senior teams to define key workstreams, audit talent, and benchmark future needs.
- *Why it matters:* Creates laser-sharp focus in complex environments with competing priorities.

Our vision is to:

Create workplaces where people thrive, cultures flourish and businesses succeed sustainably.



JAM Insights

Today's insight for tomorrow's leadership

What we do

We provide a rigorous, evidence-based view of leadership capability and potential. Our assessments reduce hiring risks, identify future leaders, and ensure senior appointments deliver maximum impact from day one. For existing leaders, JAM Insights accelerates self-awareness and growth, aligning individual development to business strategy.

Why it matters

- Builds leaders who can adapt, influence, and deliver results
- Ensures leadership behaviours are aligned with strategy and culture
- Creates joined-up growth across individuals, teams, and organisation

How we do it



Executive Assessment



Psychometric Profiling



Behavioural Interviewing & Simulation



360° Feedback



Values and Culture Fit



Succession planning & benchmarking



High Potential Assessment



JAM Lead

Developing leaders. Transforming culture.

What we do

We partner with organisations to strengthen leadership at every level.

Our programmes are evidence-based, practical, and tailored to context, helping leaders to inspire trust, engage teams, and drive sustainable success.

Why it matters

Strong leadership is the catalyst for **lasting change**.

When leaders thrive, organisations see:

- Healthier cultures built on **trust**
- Higher performing, better **aligned** teams
- Sustainable **growth** and long-term impact

How we do it



Executive team alignment



Leadership development programmes



Team Development



Talent profiling & psychometrics



Immersive business simulations



360° Feedback



Talent JAM

Turning people strategy into business performance

What we do

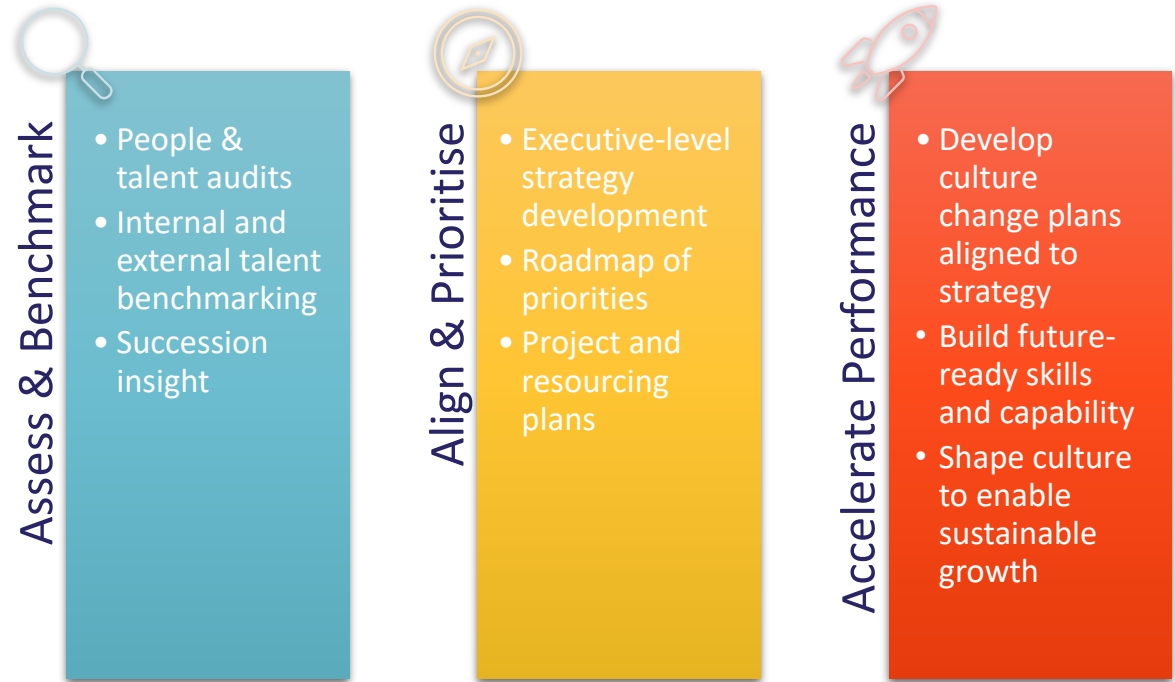
In an environment of competing priorities and tight resources, we help HR leaders cut through the noise and deliver future-proofed talent strategies. We partner with senior teams to design and deliver talent strategies that cut through competing priorities, align with business goals, and create a clear roadmap for succession, capability, and culture.

Why it matters

- **Sharper focus** – clarity in complex, resource-constrained environments
- **Future-ready capability** – building succession, skills, and culture for tomorrow
- **Business impact** – aligning people decisions with strategy, performance, and board expectations

How we do it

- A 5-year talent strategy delivered in just 12 weeks



Partnering for Client Success

Client's we've supported with Leadership and team Development

We are known for our flexibility and responsiveness to meet client needs and co-creating solutions that reflect our clients' unique circumstances. Pragmatism, coupled with integrity and transparency, set us apart from our competitors.



I M P E R I A L



**BRITISH
ATHLETICS**



**Cardiff
Metropolitan
University**



MEET TEAM JAM

We bring together our team of expert psychologists and people professionals to deliver a seamless, high-impact experience.



Jane Arthur-McGuire is a Chartered & Registered Occupational Psychologist and Chartered member of the CIPD and has two decades of experience of partnering with organisations to drive performance through their people. She has been privileged to partner with organisations across the private, public and third sectors.

Jane is passionate about driving sustainable transformation through people and behaviours. Jane operates at the cutting edge of research and practice as an academic at the University of Leicester.

Collaborative, personable and solution-orientated, Jane prides herself in her evidence-based approach to talent management. With a pragmatic and down-to-earth style, she partners with clients to fully understand their organisational context and needs and co-creates solutions that work with this context in mind.

Jane Arthur-McGuire



Katie Johns is a Chartered & Registered Occupational Psychologist and Associate Fellow of the BPS. With a track record of delivering high quality assessment and development projects spanning three decades, Katie's unique insight and perspectives are drawn from operating in multiple roles and complex environments.

Katie has enjoyed working in partnership with clients across multiple and diverse sectors supporting projects and focusing on positive change at both operational and systemic levels.

Katie is valued for her ability to deliver on what she promises; she has a keen sense of professional integrity and a commitment to working in partnership with others. She approaches her work with authenticity, respect, and sensitivity, to help deliver positive impact for individuals, teams and organisations.

Katie Johns



Charley Johnson is the People and Client Experience Partner at JAM. She has a CIPD Level 7 qualification and 12 years' experience in HR (mostly in the fast-paced world of sport).

Charley loves what she does and has genuine passion for helping people be their best and ensuring our clients feel fully supported and have the best possible experience.

Charley is friendly, approachable and always ensures she demonstrates a 'values driven approach' to her work, particularly focussing on 'being a good human'. She enjoys getting to know new clients, finding out about new organisations and learning how we can support them and help them develop and grow.

Charley Johnson

Our team of Chartered and Business Psychologists bring a unique mix of science and pragmatism to help leaders, teams and organisations thrive.



Victoria Buckenham

Senior HR Executive & Coach | Specialist in executive coaching and turning strategy into action.



Richard Ogden

Chartered & Registered Occupational Psychologist | Expert in leadership, culture, and transformational change.



Carina Derrick

Business Psychologist | Specialist in leadership, learning and behaviour change.



David Lawton

Business Psychologist | Specialist in talent acquisition, leadership development and succession.



Alex Terry

Business Psychologist | Assessment and leadership development expert, with a focus on transformation.



Paul Smith

Chartered & Registered Psychologist & Leadership Consultant | Specialist in assessing potential and building high-performing leaders.



OUR APPROACH

Empowering Your People Team

We support your people and talent teams to lead with confidence. Our evidence-based approach brings rigour and credibility, ensuring your team can act with clarity and confidence.

Rooted in Your Reality

We work in close partnership to design bespoke solutions that reflect your context, goals, and outcomes. By focusing on leadership behaviours we make sure change is practical, relevant, and sustainable.

Whole-System Thinking

Our systems-wide perspective aligns individual behaviour, team dynamics, and organisational culture, creating cohesive solutions that drive business performance.



“We are known for our flexibility and responsiveness. Pragmatism, coupled with integrity and transparency, sets us apart from competitors.”



GET IN TOUCH.

"We don't believe in one-size-fits-all. Every solution we offer is tailored to your unique needs and context. Start with a free initial consultation — together we'll create a bespoke proposal that fits perfectly."

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