



Peridot Shore



Illuminating Leadership

Bringing clarity to the leadership choices that transform your organisation's future.

We work at the intersection of strategy, psychology, and performance to ensure your leadership agenda isn't just well-intentioned — it's robust, inclusive, and transformative.

Effective leadership drives performance and strengthens culture. It also improves the wellbeing of employees. Yet too often, organisations rely on outdated assumptions or gut instinct, leading to missed potential, poor fit, and costly mistakes.

Partnership

We partner with organisations to:

- Create leadership and succession frameworks
- Deliver top-tier executive assessments for hiring and promotion decisions
- Develop individuals and teams for peak performance

Our team of business and occupational psychologists, together with leadership assessment experts, combine deep psychological expertise, evidence-based methods, and the responsible use of AI tools to bring new clarity to leadership assessment. This helps HR and talent leaders make better, more confident decisions about leadership talent.

From bespoke executive assessments to scalable frameworks and analytics, we bring scientific clarity to one of business's most pressing challenges: [getting leadership right](#).



Why
we do it.

Because leadership
decisions shape
everything.

Our work is grounded in psychology, neuroscience, and decades of experience. We help organisations move beyond charisma and confidence to uncover the deeper traits that predict success in complex, evolving environments. By redefining leadership through evidence, not instinct, we help organisations unlock potential, avoid costly mistakes, and build resilient, future-ready leadership.

Why clients work with us

We bring strategic clarity, scientific rigour, and deep psychological insight to leadership. Our clients partner with us to:



Build future-ready leaders

Equip your organisation with leaders who can adapt, inspire, and thrive in a changing world.



Create clarity and consistency

Establish a shared leadership language that anchors hiring, promotion, and development.



Align talent with strategy

Ensure your leadership decisions drive — not just reflect — your long-term goals.



Leverage technology to scale

Apply AI-informed tools and customisable assessments to embed leadership insight across the organisation.



Promote fairness and objectivity

Use unbiased, evidence-based assessments that support diversity, inclusion, and better outcomes.



Strengthen organisational resilience

Develop capable teams and leadership systems that withstand change and drive performance.

Bespoke services to enhance your capabilities.

1

Leadership Strategy & Frameworks

Define your organisation's unique leadership DNA. We help you create clear, evidence-based frameworks that connect your strategy, values and talent agenda.

2

Executive Assessments

Robust, culturally sensitive assessment for senior leaders. Our approach combines interviews, psychometrics and data modelling to predict capability, potential and fit.

3

Leadership Diagnostics & Team Effectiveness

Using psychometrics, surveys, and 360° feedback, we uncover how your teams work — and how they could work better.

4

Succession Planning

We help you identify future leaders, de-risk critical roles, and embed a fair, transparent system for advancement.

5

Leadership Diagnostics & Team Effectiveness

From white-label tools to manager ratings and global insights, we build scalable, science-based systems to evaluate leadership across your organisation.

6

In-House Assessment Capability

Train your internal HR and Talent teams to deliver expert-level assessments, feedback and leadership diagnostics — independently.

Who we are.

We're a team of business psychologists and leadership experts with deep experience across sectors and geographies. We combine scientific rigour with commercial pragmatism – and we care deeply about helping people, and making organisations thrive.

Our team includes specialists in executive assessment, occupational psychology, team dynamics, and leadership development. We're collaborative, curious, and committed to making a lasting impact.

Who we work with.

Our clients span sectors from banking and asset management to FMCG and insurance.

(References available on request.)



London

Ramsay Fox.

Business Psychologist and Founder

Ramsay helps organisations transform leadership and resilience through psychology-led, evidence-based talent strategies.



London

Janis Dyer.

Occupational Psychologist

Chartered Occupational Psychologist, Janis specialises in data analytics, senior leadership assessment, and brings deep intercultural insight to global talent decisions.



Zurich

Simone Liechti.

Organisational Psychologist

A leadership development expert, Simone empowers senior leaders with strategic, psychology-driven development solutions.



Washington, D.C.

George Maasry.

Technical Partner

George is a product leader who blends data analytics, automation, and creative design to build innovative solutions that address modern digital and automation needs and enhance user experiences.



New York

Nisha Rao-Schiller.

Talent and Leadership Executive and Coach

Executive coach and former global talent leader, Nisha designs talent strategies that align people, platforms and strategy for future-focused organisations.



Lisbon

Eliandra Salleh-Matta.

Project manager

Eli is a highly effective project manager who ensures seamless coordination of complex, cross-functional operations across diverse global teams.



Frankfurt

Anja Scheibe.

Occupational Psychologist

Anja partners with senior leaders to unlock performance through deep psychological insight and a passion for helping others flourish.



London

Heather Swain.

Talent and Leadership Development Specialist

Heather brings a global, relationship-driven approach to leadership and team development, with deep expertise in culture, engagement, and organisational change.



London

Josie Truscott.

Occupational and Forensic Psychologist

A dual-registered Occupational and Forensic Psychologist, Josie combines analytical rigour with practical insight to guide senior talent decisions and mentor future psychologists.



Let's build the future
of leadership.

Whether you're designing a strategy from scratch
or ready to scale with confidence, Peridot Shore
is your partner in unlocking the potential of your
leadership bench.

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