



Biography

Sandra Lam is an Associate of the Emergency Support Network. She is an Endorsed Organisational Psychologist with a Masters Degree in Psychology (Organisational) and a Masters of Business Administration. Sandra specialises in: psychosocial hazards and risk assessments and interventions; organisational health, wellbeing and development; safety climate and safety leadership; employee engagement; cultural transformations and change management; organisational and team effectiveness; international and strategic human resource management; and institutional capacity development specifically in justice sector agencies. Sandra has had in excess of 23 years working with various organisations to improve effectiveness and performance.

Sandra has experience spanning both the public and private sector agencies in Australia and abroad and has worked in Asia, the Pacific, Africa, and South America in the following industries: security and justice; mining; manufacturing; utilities; defence; and international technical assistance (AID).

As an independent consultant, Sandra assists organisations in the following areas:

Sandra Lam **Senior Consultant / Endorsed** **Organisational Psychologist**

Qualifications

- Bachelor of Psychology, 1994 (UWA)
- Master of Psychology (Organisational), 1999 (Curtin)
- Master of Business Administration, 2003 (ECU)

Certifications

- Endorsed Organisational Psychologist – Psychology Board of Australia
- Member Australian Psychological Society
- Fellow College of Organisational Psychologists

- Psychosocial Risk Management
- Workplace Health and Wellbeing
- Team effectiveness and Development
- Organisational Performance Evaluations
- Organisational and HR Integration
- Employee Engagement

Sandra is also the Managing Director of Permentis and FIFO Focus, a psychology firm that collaborates with various disciplines to empower individuals to become mentally resilient and support organisations to handle the complexities of psychological health, integrating and embedding wellbeing practices with business as usual.
