Handbook of Counselling in Organizations
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edited by

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**Carolyn Highley-Marchington** has a first degree in psychology and a master’s degree in occupational psychology and has also worked in personnel management with Marks and Spencer. She conducted the first nationwide independent assessment and evaluation of British Workplace Counselling Programmes, for the Health and Safety Executive, and now runs her own consultancy, the Highley-Marchington Consultancy, providing independent information and advice in the area of work stress and workplace counselling, as well as audit and evaluation services for Employee Assistance Programmes and Workplace Counselling Programmes.

**Peter Martin**, MA (Ed), MSc (Psychological Counselling), is a freelance management trainer and consultant. He also runs a private counselling practice and contributes to Employee Assistance Programmes. He specializes in training and counselling on stress and performance management and has an interest and expertise in stress audits. He has a wide background in the educational field and in management contexts.

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**Brigid Proctor**, since retiring as Director of Counselling Courses at South West London College in 1987, has worked as a freelance counsellor and supervisor and as consultant to supervisors, trainers and counsellors. She is also a trainer and writer. With Francesca Inskipp she has developed supervisee and supervisor training and training resources, publishing most recently *The Art, Craft and Tasks of Counselling Supervision*, Part 1 (1993) and Part 2 (1995). Together they formed CASCADE Training Associates. Formerly a member of the BAC Executive and first Convenor/Chair of both the Standards and Ethics and Training Sub-Committees, she is now a Fellow of BAC, as well as an Accredited Supervisor. She supervises counsellors working in a variety of statutory, voluntary and business organizations.

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