



Approach: 5 Points of Difference



Our Team

The Tandem Consulting team are drawn from a variety of business and social science disciplines, bringing a range of skills to bear on assignments. Our core expertise is in strategy creation, organisation development and people management.

Tandem Consulting work across all sectors with a simple mandate: helping clients deliver extraordinary performance.

Why Tandem?

Skilled, Experienced Team	Track Record of Success
In-depth Knowledge of Irish industry	Multidisciplinary Approach
Business Expertise	Results Focused

Selected Clients



Tandem Consulting Team



Cathy Buffini
MA Org Beh, FIITD, CIPD, MIACP
Senior Partner
Mobile: +353 86 803 8582

Cathy is a seasoned trainer, HR change specialist and leadership coach. For over 20 years, she has provided HR & Organisation Development leadership, primarily with business leaders in the multinational sector. Cathy has worked with companies at all phases of evolution across a range of complex cultural and legal environments. establishing high trust partnerships with clients. Her focus is on building self insight alongside specific skills for achieving business success.



Paul Dooley
BE, MBA
Senior Partner
Mobile: +353 87 256 1279

Paul has over twenty five years experience in the delivery of results focused organisation development initiatives. He has worked as a consultant and business development adviser to a range of national & international businesses. Paul specialises in the design and delivery of Leadership; Management; and Team Development programmes and in the areas of Executive Coaching; Business Planning and Career Development.



Alex McDonnell
BA (Mgmt), MBA, MSc Lean
Senior Partner
Mobile: +353 87 2239096

Before moving into consulting, Alex had over 25 years senior management and board level experience in multinational companies in Ireland and internationally. Alex is passionate about developing Operational Excellence as a core organisation competence. He works with organisations from CEO to front line teams to develop their operational/execution competencies, dramatically improving productivity, effectiveness and execution.



Paul Mooney
NDIR, Grad.Dip IR, FCIPD, PhD.
Managing Partner
Mobile: +353 87 2439019

Paul is widely recognised as an expert on management development and organisation & individual change. He has held a number of human resource positions with General Electric and Sterling Drug and was President of the National College of Ireland from 2007-2010. His areas of expertise include Leadership Development; Executive Coaching; Human Resource Management; Employee Engagement.



John O'Dowd
BA, HDE, MBA, PhD.
Senior Partner
Mobile: +353 87 679 7365

John has worked as a management consultant since 1999. Prior to that he was director of the National Centre for Partnership, based in the Department of the Taoiseach. John has held the positions of General Secretary, Civil Public and Services Union, Assistant General Secretary of the Association of Secondary Teachers and a member of the Executive Council of ICTU. John specialises in organisational change and improvement in the unionised sector.



Dermot Rush
M.A., MSc Strategic HRM, C Psych
Senior Partner
Mobile: +353 87 6599235

Dermot is an Organisation Psychologist with over 20 years training and consultancy experience across most sectors of the economy. He has a track record of leading change projects in the public and private sectors and offers high-level expertise and organisation support in a number of inter-related areas: Strategic HRM - Aligning People Management Systems to Support Business Performance Assessment and Selection Training and Development.



Jenny Smyth
B.Soc.Sc, MBS, MCIPD, IMCA
Senior Partner
Mobile: +353 86 236 3579

Jenny began her career managing a reward research unit of an International Business Consultancy. In 1998, she co-founded a human resources consultancy practice and since 2002 has worked as a consultant on reward and performance management assignments across the public, not-for-profit and private sectors. Jenny lectures and delivers training in reward management.