

## Andrew Scott

Andrew has coached academics and professional services staff (including senior HR people to director level) at Durham, Newcastle and Northumbria Universities over a period of a decade, as well as people from a range of blue chip commercial organisations, the police, NHS and others.

Andrew has an empathetic yet challenging style. He has a few areas of particular interest:

- Helping people to apply research-based approaches to leadership, influencing and negotiating to real situations, and to develop an individual style that is both informed by best practice and attuned to their context, personality and values.
- Helping people to develop their resilience: their ability to perform under pressure. His approach encompasses physical, cognitive, social/emotional, and existential/spiritual dynamics, informed by up-to-date research. He has successfully supported clients operating under severe chronic and acute pressures, including arrest and questioning by the police, loss of employment, rehabilitation after nervous breakdown, sudden discovery of major financial deficits and so on.
- Helping people to take control of their time, in order to accomplish what they want to both at work and in their life outside work, and to manage a dynamic balance based on their long term priorities.
- Helping people to explore narrative approaches to both personal and organisational issues, enabling them to construct positive understandings of themselves, other people and their experiences. This approach helps people to create new possibilities of thought and action, transforming both their perceptions and reality. This is the subject of his forthcoming book: 'Freeing People to Perform - How changing their stories can transform people.'
- Helping people get their careers back on track following redundancy, or after hitting a plateau or taking a wrong turn.

Andrew finds that walking coaching offers a unique opportunity for a greater depth of reflective conversation for those clients who are prepared to push the boundaries.

*"I had one of the most memorable personal development days in my professional life so far. Andrew helped [me] to put things into perspective and work out where I am going and how best to get there. What Andrew sells (so subtly) is hope." (A Russell Group Research Leader)*

