**Andrew Scott Profile (all Section 1 1.3 details are in main tender: Annex B)**

| Name | Andrew Scott |
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| Profilec.300 words | For the last 38 years, Andrew has worked as an independent consultant. He has also been the HR Director for a very successful social enterprise for 10 years, concurrent with running his consultancy.AndrewHis clients have ranged from international Financial Services organisations to FMCG companies, from Police to the NHS, and from Charities to Stables. In recent years, he has been particularly in demand in the Higher Education sector, where he has worked with some thirty Universities.Andrew is qualified to the highest level in the Thinking Environment: an approach that is designed to challenge people to think further than ever before about the issues they seek to address, including examining and re-working the assumptions that underpin their thinking. Far more often than not, the solution is in the brain of the person who owns the issue, and the skill lies in helping the coachee to access it.As one senior academic put it: ‘*Every coaching session would end with my having the sense that, by some magical process, I had come up with my own solution to the problem I had taken into the session.*’That said, Andrew is not shy of sharing from his extensive experience of working with senior people, and his broad theoretical knowledge of the leadership field, anything that may help stimulate fresh insights.His style is characterised by creating sufficient ease and psychological safety for people to go to the difficult places in their thinking, and sufficient rigour to stay there till some resolution is achieved. In 2016, Andrew published *Shifting Stories: How changing their stories can transform people* reflecting his continuing interest in how the meaning that people construct impacts their effectiveness, and how to change unhelpful stories that limit us into powerful enabling stories. Andrew lives in the Lake District, enjoying the outdoor life, particularly cycling, walking and sailing, as well as making music. |
| Key skills | * Creating and sustaining a Thinking Environment
* Identifying and challenging limiting assumptions
* Helping clients to change unhelpful stories
* Offering challenging stimuli to thinking, from both experience and theoretical sources
* Translating leadership models and theories into practical applications
* Building new habits of thinking and behaviour to sustain desired change
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| Qualifications | ILM L7 Executive Coaching and MentoringILM L7 Coaching SupervisionTime to Think accredited coach, facilitator, trainer and consultantPsychometrics: Hogan, Genos EI, MBTI |
| Professional memberships | Member of European Mentoring and Coaching Council (EMCC)Member of Time to Think Global FacultyMember of Association of Coaching Supervisors |

**Curriculum Vitae**

| Professional experience | * + Founder and Director of Andrew Scott Training Consultancy Ltd. Providing training, coaching, facilitation and related services to blue chip commercial organisations, public sector (including NHS and many Universities), and third sector clients since 1987.
	+ Founding Partner of the Coaching Supervision Partnership (established 2021) offering supervision to groups and individual coaches.
	+ HR Director and Trustee Jesmond Swimming Project 1994 – 2005 (voluntary role)
	+ Training and Development Officer, Prudential PLC
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| Volunteering | Supervisor of coaches for CIAO (whose coaches work with prisoners)Family Support Volunteer with Cumbria Family Support |
| Honours and Awards | A programme I co-designed and co-delivered won the THE Award for Outstanding Contribution to Leadership Development |
| LinkedIn | https://www.linkedin.com/in/andrewpscott/ |