

Coaching Pool

Our coaching pool contains coaches from both Aberdeen and St Andrews, and you are welcome to request a coach from either institution. All the coaches have been through an externally accredited coaching qualification. If there is a coach below you would like to work with then please state this in your application.

Alex Bain

University of St Andrews

My name is Alex Bain and I work at the University of St Andrews as an administrator in the School of Computer Science. I started working for the university not long after I graduated with a joint honours degree in Computer Science and Management in 1991. I have completed many staff development courses in addition to the coaching programme. Although my primary role is administration in the school I like to make use of the skills I have developed by engaging in various university activities including mentoring, Lean projects and coaching. I would like to say that I have a good knowledge of how the university works and I'm only too happy to offer my expertise when asked. Outside of work I enjoy the odd round of golf, a bit of lawn bowling and in general keeping fit. Coaching is something I first came across as part of a staff development course and I realised it was a style of management that I already used and I wanted to develop further. As a coach I'm open and friendly but I will challenge you to be the best that you can be. I will work with you towards solving your problems.

Anne Eadie-Tice

University of St Andrews

For over 25 years I have developed talent across the UK, Canada, Middle East and Asia in a variety of different sectors. During this time I worked as a trainer and internal coach working with managers to develop themselves, plan careers and develop further as leaders. I have experienced many personal transitions and am passionate about empowering people to fulfil their aspirations, make changes and achieve their full potential.

I am a Psychology graduate with an MBA and HR certifications and I have a keen interest to truly understand the clients working environment. I am an Accredited Coach for Coach U's international Coaching Skills Training Programme, and other coaching certifications include VOICES 360 certification, Birkman Profiling, and Hogan profiling.

Bruce Scharlau

University of Aberdeen

I was trained by the University of Aberdeen and University of St Andrews as a Level 3 coach as accredited by the ILM. I am now available as a coach for staff as part of the network of coaches at the universities of Aberdeen and St. Andrews.

<https://www.abdn.ac.uk/people/b.scharlau/>

Clare Trembleau

University of Aberdeen

I am an experienced and knowledgeable L&D Professional who has over 20 years' experience in Organisational Development in the Public, Private and Third Sectors. My enthusiasm comes from working with staff to support them to realise their potential at all levels, through a wide variety of Learning methods. My motivation is enhancing knowledge for our staff but also coming away from a session having also learnt something from the group. I am an ILM Level 5 qualified Coach and Mentor and a great believer in adopting these approaches as an effective and empowering development tool.

Graeme Hawes

University of St Andrews

I lead on service delivery and improvement across all areas of the University Library. I have 25 years' experience of facilitating excellent customer service while effective communication and relationship management are also key aspects of my role. I am an English and Information & Library studies graduate, hold the Level 3 Institute of Leadership and Management certificate for Coaching and am currently enrolled on the Level 5 course.

The purpose of coaching is enabling people to find their own solutions to issues they are facing and it is a very empowering support mechanism to have in the workplace. In terms of my own coaching 'style' I like to think that my strengths are in establishing good rapport and listening actively to my coachees. I believe this is the foundation on which all good coaching experiences are built and the springboard to finding positive outcomes to challenging situations.

Jo McCulloch

University of St Andrews

My name is Jo McCulloch and I'm an Assistant Director in Student Services in the Wellbeing, Counselling and Mental Health Team. I have worked at the University for six years but have over 17 years' experience supporting, mentoring and coaching people in a variety of roles. I hold a Postgraduate Diploma in Applied Positive Psychology & Coaching Psychology and I'm an accredited member of the Association for Coaching.

Using a positive psychology approach, I help people to identify and develop their strengths, (rather than focusing on their weaknesses), to attain goals and boost their wellbeing. I use evidence based, positive psychology interventions and robust strategies to enable people to flourish and truly reach their potential. I offer people the time and space to explore their options and develop a plan of action, and I do this in a down to earth way, with warmth and humour.

Kristyn Emmer

University of St Andrews

Hi! I'm Kristyn and I'm both the North American Opportunities Manager at the Careers Centre and the Warden of University Hall. I've been with the University of St Andrews for almost three years now, but I've been working in Higher Education for nine years in various roles supporting student

success. Outside of my university roles, I am a Functional Medicine Certified Health Coach through the Institute of Functional Medicine.

What this means is that I help people identify and name their root cause to whatever their issue is, and then we use stories and connections of their lifestyle to co-create an ecosystem for them to uniquely thrive. These lifestyle factors include nutrition/diet, movement, stress reduction, relationships, career, sleep, and environment. I believe that connection is health, so when we start to put together the pieces of the puzzle, we can co-create a plan from which to work, grow, and make changes.

It's my greatest joy to join folks along their journey towards health and wholeness, to be a guide in reconnecting them back to meaning and purpose. I look forward to meeting you!

Lynne Neville

University of St Andrews

I trained as a Coach seven years ago, but have been working with people in my role of Staff Developer for the past 15 years. I have a keen interest in helping people develop both personally and professionally and becoming a coach seemed like a natural thing to do. I very much enjoy working one to one and focusing on the coachee's needs. A lot of the work I do involves training groups of people, and it is very rewarding to have the opportunity to focus on one person in a coaching relationship. I am a St Andrews graduate, and accredited by the British Psychological Society to deliver Level A and B psychometric questionnaires including MBTI Step 1 & 2, EQi, JTI, 15 fq+ and also Belbin Team Roles.

Marie Paterson

University of St Andrews

I work in CAPOD one day a week in a job share as a Research Staff Developer. My role is to support the development of Early Career Academics in a variety of ways such as organising training and mentoring. The rest of my week is spent running my own wellbeing consultancy which I started 15 months ago after working in staff development for 16 years in the NHS. www.mariepaterson.com As part of my career change I trained as a coach having been coaching informally for many years. I now coach a number of clients and find that helping people achieve their goals has been some of the most rewarding work I have ever done. I use a holistic approach, believing that your home life affects your work life and vice versa. I use a supportive but challenging approach to motivate people to identify goals and take action to achieve them.

One of my main interests is in supporting physical and mental health and this informs my coaching. I like to run and I am a great supporter of Parkrun and can usually be found at Craigtoun Park on a Saturday morning with the hundreds of other Parkrun enthusiasts.

Rhona Gibson

University of Aberdeen

In addition to being an ILM Level 3 Coach, I am an experienced Careers Adviser and Accredited Belbin Practitioner, and first joined the University of Aberdeen Careers Service team in 2007. I provide individual and group careers information, advice and guidance to a multidisciplinary case load of students and recent graduates, and guide students and graduates with career decisions and changes. In addition to careers advising, I am responsible for the University of Aberdeen's co-curricular initiative, the Leadership Academy, and have developed an online extension award: ILM Level 2 Award in Leadership and Team Skills, for students who have successfully completed the Leadership Academy. I am looking forward to joining the Coaching Team at the University of Aberdeen. My working life is juggled alongside family commitments, and I enjoy walking, travelling and being involved with a local church.

Shona Deigman

University of St Andrews

I have worked in the School of Management as Administrator for over 5 years having previously worked in a number of other areas including the Principal's Office, Press Office, External Relations and the Press Office. My role within the School has a broad remit which takes into account budgeting, operational planning and line management responsibilities for six administrative assistants. I also act as a conduit between members of staff and the School's Management Group of which I am an active member. I attend Teaching Committee and Research and Development Committee meetings and have acted as convenor for various interview panels.

I thoroughly enjoy my coaching work and feel it enhances my administrative role with the School and better enables me to liaise and work proactively with the administrative team. I have enjoyed all of my coaching experiences to date and am particularly keen to work with a wide range of coachees whether they are new to the University, well established employees or school/college leavers.