

Coaching Professionals

Neil John Scotton, Professional Certified Coach, B.Tech (Hons)

PROFILE

Neil Scotton is a globally recognised, award winning leadership coach. Indeed top leaders, teams and coaches in the international coaching profession choose him as their sounding board and thought-partner. Working across a wide range of sectors, he specialises in helping true leaders - dynamic, responsible people with a challenging sense of mission - achieve demonstrable results and greater satisfaction through the impact their thoughts, decisions and actions have on the people and world around them. The confidential individual and open team conversations go deep to the heart of the real issues leaders face - helping them to deal with complex, demanding, and often emotionally challenging situations in a way that achieves the goals AND is personally sustainable. His systemic approach enables people to see issues from many perspectives. They find new ways of putting the pieces together so that they all fit, make sense, and work. This enables them to strengthen their effectiveness as leaders and supportive colleagues, so they can confidently make good choices, engage the support of others and deliver powerful results. International coaching experts recently witnessing Neil at work said *"a 'basket full of concerns and directions' were handled with deft mastery..., rather than the actual half an hour in length, <the sessions> seem to be an hour and a half with all he and his client are able to accomplish"*.



Neil started as a professional coach after a significant health scare woke him up to get on with what was really important to him – supporting leaders who wish to lead purposeful, enjoyable, meaningful lives that create ventures that are deeply respected, do good, enable others to show their greatness and leave a positive legacy. He is committed to creating healthy, generative partnerships based on trust, honesty, mutual respect, professional excellence, fun and a shared sense of the greater purpose.

CLIENTS

A full time professional coach since 2004, Neil has worked with leaders and teams internationally across service, manufacturing and the 3rd sector. These range in size and scope, for example, between Santander, Ask Jeeves, Outokumpu, University of Surrey School of Management, and Sussex Wildlife Trust.

RECENT ASSIGNMENTS

- A new Chief Executive quickly getting to grips with their new role
- A Managing Director implementing fundamental business transformation affecting almost every role in the organisation – and keeping the operation running smoothly as it happens
- An international HR Director needing to be both robust and humane in handling complex and emotionally challenging redundancies amid tough board and international relationships
- A management team moving from each having a unique view of the future, to finding an agreed vision and strategy, setting goals, resolving individual differences and making it happen
- A management team learning to deliver big results with limited resources whilst meeting the demands of a diverse range of stakeholders and commentators
- An ex-Managing Director of a bank clarifying personal and business vision, defining goals, strategy and process, and making significant decisions in starting up an ethical venture capital business

PROFESSIONAL EXPERIENCE

Neil was elected Board President of the International Coach Federation UK (UK ICF) in 2007 and 2008. In this voluntary role, and with a mainly voluntary team, he helped inspire unprecedented strategic development, national and international collaboration, and member engagement. The team performance turned the UK ICF around from severe financial difficulties to become financially sound and the largest ICF chapter in the world. Described as 'gentle yet provocative' his skill at combining challenging thinking with peacemaking, harmony and finding the common ground enabled him to play a

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key role in bringing together the coaching bodies in the UK, and ICF chapters across Europe. In 2008 he was presented with the highest award in the profession: The ICF President's Award, for his 'evolutionary leadership' and services to the coaching profession. He was also nominated Coach/Mentor of the Year in 2008 by 'Coaching at Work' magazine.

Neil served as a judge on the ICF Prism Awards – the foremost global awards for best practice in coaching. He hosts regular pan-European ethics teleforums for coaches.

As a speaker Neil has provided keynote presentations on 'Making a Difference' and subjects such as 'Beyond light bulbs and printer cartridges – what are we really going to do?' opening conferences in the UK, Sweden, Latvia, Lithuania and Estonia.

Before 2004, Neil was a director in EEF South – part of the Engineering Employer's Federation, the UK's main manufacturing representation and support services membership organisation. He was responsible for the team delivering business improvement, developing new services, looking after the interests of members, engaging with government initiatives and other support organisations, and leading the most complex national initiatives for the EEF.

Prior to 1999, his background included consultancy, people and process improvement (for which he won global awards in BOC (now part of Linde Group)) and he is a chartered mechanical engineer.

EDUCATION AND AWARDS

- Professional Certified Coach (PCC) with the International Coach Federation
- Global ICF President's Award (2008)
- Nominee Coaching/Mentoring Person of the Year (Coaching at Work Magazine) (2008)
- Coaching Certification Programme with Coaching Development
- Certified Neuro Linguistic Programming (NLP) Coach
- NLP Master Practitioner
- Honours degree in Mechanical Engineering from Loughborough University (1986)

CONTACT

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Attached – 'IS NEIL RIGHT FOR YOU / YOUR TEAM?'

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IS NEIL RIGHT FOR YOU / YOUR TEAM?

The more of the following statements you agree with, the more valuable and productive working with Neil is likely to be:

- You feel the need to achieve something, however small, every day
- You want a life well lived – where you've had fun, learnt, loved and built something you can be proud of
- You have a desire to make good things happen
- You enjoy finding the underlying structure of 'what's really going on'
- You like it when things fit together
- You value partnership, mutuality, fairness and equality
- You have an interest in the past, the present and the future
- You like to be heard and respected
- You are not über competitive
- You believe that great leadership is less about being great and more about enabling others to recognise their greatness
- There is something you want to achieve, perhaps not yet known, but without it life will not feel complete
- You seek focus, but where the whole picture comes into focus – so you can choose to see any part of it in detail without losing sight of the whole
- You spot trends
- You recognise conflict and friction have their place – but rarely are the right solution
- You enjoy evoking insight, awareness and possibility
- You value individuality AND working together
- You enjoy solving puzzles / finding workable solutions
- You want to be very good at what you do
- You like to celebrate what is important, however small
- You get pleasure from the quality of relationships you have with people
- You often find yourself drawn towards volunteering and helping out
- You know you have strengths but don't always fully appreciate / use them
- You want your work to be an expression of who you are