



## **Lynn Scott**

Leadership and Team Coach  
Coach Supervisor  
Coach and Mentor Trainer

### **Commercial background**

Lynn Scott had an international career in the highly competitive and fast moving travel industry which included management roles in Europe, USA and North Africa. She was the first female Head of Operations for Airtours PLC (now part of Thomas Cook) with responsibility for overseas destinations that included Australia and Thailand, before setting up Lynn Scott Coaching Ltd. She trained as an Executive Coach in 2001/2.

Lynn provides:

- **Executive and leadership coaching for the brightest and best**
- **Team coaching for top teams**
- **Coach and mentor training across all sectors**
- **High-energy away-days**
- **Mentor/supervisor for other executive and internal coaches.**

Lynn's sector experience includes the media, retail, food and drink manufacture, education, the arts, nuclear energy, the NHS and local government. Past and current clients include BP, Marks and Spencer, Unilever, Co-operative Group, Arla Foods, Granada TV, Urenco, Jardine Lloyd Thompson Group, National Car Parks, University of Manchester, Manchester City Council, Police, NHS, Housing.

## Areas of Coaching Expertise

- Tailored 1-1 leadership development for high potentials
- Developing more confident and impactful leaders
- Measuring and improving emotional intelligence and leadership behaviour
- On-boarding into more senior roles
- Supporting new CEOs
- Achieving greater leadership presence and influence
- Achieving more with less effort
- Developing transformational senior teams

## Levels of Experience

CEO, Managing Director, Senior Manager, Director, high potential leaders of the future.

## Sector Experience

Retail, FMCG, Financial Services, Risk Management, Media, Marketing and Branding, The Arts and Creative Industries, The Police, Housing, NHS, local government, Legal Services, Nuclear industry.

## Multi-national Experience

Worked and lived in North Africa, USA, Southern Europe. Managed local and UK expatriate teams.

## Corporate Background

First female head of Operations for Airtours PLC (now Thomas Cook) with a global team of senior managers and 100+ UK and international staff.

## Qualifications and Accreditation

- Professional Certified Coach with the International Coach Federation (ICF).
- Certificate in the Supervision of Coaches, Mentors and Consultants, Bath Consultancy Group.
- Postgraduate Diploma in Coaching Psychology, Leeds Metropolitan University.
- Accreditation in the ECI and ESCI (360 feedback tools on Emotional Intelligence administered by The Hay Group).
- Advanced Professional Diploma in Executive Coaching, Leeds Metropolitan University.
- CIPD Certificate in Training Practice, Salford University.

## My Coaching Approach

- I'll give you five things that you don't get enough of at work or indeed in life.
- The first is a protected and safe space away from the 'to dos'. Time to talk, time to reflect, time to get off the treadmill.
- The second is probably the best listening you will ever have experienced.
- I'll give you, with your permission, completely honest feedback – something you probably rarely get. And I'll support you to do the same with your own people. (And we can include 360 feedback as part of this process if you choose).
- I'll ask you those tough questions that you may well have been avoiding - challenging both your thinking and 'the way things are done around here' in your organisation.
- I'll help you to start turning wishful thinking into reality – to actually do the things you've thought about and not quite known how or where to start.
- I'll help you to be even more successful with less effort.

My coaching approach is borne out of my own successes and failures (often my best learning!) in the corporate world. It is also influenced by my own life experiences.

## Sample Client Assignments

- Food manufacturing industry – supporting the Supply Chain Manager into a board position – the first female on this board.
- City Council – coaching a Director to improve his emotional intelligence. He was subsequently promoted from deputy executive director to executive director.
- Financial Services – coaching individual, 'high flying' members of the senior executive team after carrying out 360 feedback.
- Financial Services – coaching senior manager on his leadership presence and influence – he has recently negotiated a significant increase in his financial package and benefits as a result.
- Housing – supporting the Executive Team, in partnership with colleague Lois Burton to bring about culture change following a change of CEO. Employee Engagement survey subsequently indicates that over 90% of employees think the organisation is an excellent place to work.
- Coaching the MD and Account Director of an SME to increase their blue chip clients by 20%. The business is now in a sustained period of growth despite the recession.

Leadership Coaching  
Team Coaching  
Coach Supervision  
Coach & Mentor Training  
Facilitation

*lead, inspire, succeed*

We work with you and your teams to grow performance way above the sum of your parts. Most of all, we help you uncover and realise your own potential to lead, inspire and succeed.

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