

	<p>Andy Scott Head of Estates Strategic Planning</p>
<p>Personal Coaching Statement</p>	<p>I am open, honest and discrete in listening to people, helping them to reflect and connect with resources that will enable them to achieve. I make mistakes and learn from them. I encourage high aspiration and belief within a pragmatic and realistic framework. I also bring my experience as a BU mental health first aider to inform work life balance and wellbeing.</p>
<p>3 words/phrases that sum up the coaching approach</p>	<ol style="list-style-type: none"> 1. Encouraging reflection through confidential listening. 2. Providing constructive challenge. 3. Being kind and being human.
<p>Professional and/or relevant coaching qualifications</p>	<p>In 2015 I was a participant in BU’s pilot Foundation Programme in Coaching and Mentoring Practice. Since then I have become an experienced coach and mentor in the context of the BU community and have worked with academic and professional services staff. In 2019, I completed the accreditation process to become an internal member of the BU coaching bank.</p>
<p>Any coaching-related tools you can offer eg MBTI; SDI; NLP etc.</p>	<p>Strengths Development Inventory (SDI) Core Strengths</p>
<p>Current CPD activities eg coaching supervision</p>	<p>BU provides good opportunity for regular supervision and peer support in respect of my coaching practice.</p>
<p>Code of Ethics followed</p>	<p>European Mentoring and Coaching Council Code</p>
<p>Any other relevant information that expands, supports or reinforces your credentials to coach</p>	<p>Please see my personal profile appended to this coaching statement, a little insight into my own career and achievements.</p>
<p>Quote from a previous coachee</p>	<p><i>“Andy’s openness and authenticity provides an environment in which a person feels enabled and encouraged to make things happen. His coaching really helped to guide me to set priorities for managing changes which enhanced my leadership of the department.”</i></p> <p><i>Professor Carol Clark</i> <i>Head of Department, Rehabilitation & Sport Sciences</i></p>

PROFILE - Andy Scott: Head of Estates Strategic Planning (Estates Department)

My journey at BU

- I have worked at BU since 2002, joining HSS as a New Business Administrator, working with academics to develop research and enterprise bids and to account for them post award.
- In 2004, I was appointed as Finance & Resources Manager for HSS, accountable for annual budgeting, forecasting & monthly accounts, as well as leading the resources team and front facing student office.
- In 2008, I was appointed as Director of Operations for HSS accountable for all Professional Services functions local to the Faculty.
- In 2014, I was appointed as BU Head of Estates Strategic Planning in the Estates Department. As part of the executive team, my role is to take a strategic overview of all our estate developments. I bring a long term view to our planning to inform short term changes and I help Faculties, Services and Departments get what they need sustainably from the physical estate.

Key achievements

- Developing successfully into senior leadership roles within BU from a relatively junior starting position.
- As Director of Operations, managing and leading a large team of staff in HSS to a position of significantly improved satisfaction and performance, putting the team at the heart of service changes. In 2014, the team reached the final national shortlist for Outstanding University Departmental Admin team at the Times Higher Leadership & Management Awards.
- As critical friend to the Dean and senior academics, helping the HSS Exec team to improve student satisfaction and achieve consistently high National Student Survey scores.
- Developing & sustaining external relationships with the NHS at a regional strategic level, part of an HSS team effectively implementing £12m of NHS contracts for education annually.
- Most recently, working collaboratively with groups across BU on transformative estate projects of all shapes and sizes, including the Bournemouth Gateway and Poole Gateway buildings.
- Graduating from BU three times – in 1994 with an HNC in Business, in 2010 with a BA (Hons) in Business & Management and in 2014 with a Grad Cert in Leadership & Management.

Other things about me

- I worked for 11 years at the Bournemouth International Centre & Pavilion Theatre from 1990 - 2001, in just about every role from finance and cash office through to box office, conference/exhibition sales and events management, achieving the position of Exhibitions Manager by 2000 – a hugely enjoyable journey in a fantastic organisation.
- Being Bournemouth born and bred, I am passionate about the region and have enjoyed a life-long love affair with the local football team AFC Bournemouth through which I have made many friends and visited many places in the UK that I probably wouldn't otherwise have seen.
- I love working in an ambitious and successful organisation that develops opportunities for people, brings success to the local region and is such a fantastic beacon nationally and internationally.

What brings me to work every day?

- The development of people to fulfil their potential, helping them to achieve good things and to be happy as part of a worthwhile community.