# Coaching team profiles

Our coaching pool contains coaches from both University of Aberdeen and University of St Andrews, and you are welcome to request a coach from ether 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.

## Aileen Allen

**University of St Andrews**

## 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.

## Dr Jude Bain

**University of Aberdeen**

I work for the University of Aberdeen’s Research and Innovation directorate. My role in research impact is to support researchers to achieve the maximum impact from their findings, to enable beneficial change in the world. As a coach, I have a similar opportunity to support individuals and help them to achieve positive outcomes. I have a deep-rooted belief in coaching as a method to empower people to make changes that will move them forward. Having worked in academia for 19 years, I appreciate that busy schedules can mean that taking time for ourselves can feel out of reach! But taking that time for the coaching process is a real investment for personal growth and I would encourage colleagues to take the opportunity. Outside of work I enjoy the mayhem of family life; camping; the peace and ruggedness of Aberdeenshire; and I am learning to play the violin, alongside my daughter.

## Kirstie Ball

**University of St Andrews**

I qualified as a coach in 2020 and have been practising since early 2021.  Having been trained in Performance Coaching with the Institute of Leadership and Management I recently completed an International Coaching Federation (ICF) Diploma and am working towards professional accreditation at ACC level with the ICF. I practice Integrative Coaching which is non-directive and creates a trusting, safe, confidential and equal partnership between coach and client in service of the client’s goals. Integrative coaching combines perspectives from Cognitive Behavioural Coaching, Affective-Commitment Coaching and Solutions Focused approaches in an emergent way during the coaching conversation. The result is enhanced client awareness - not only of the actions needed to move forward - but also of the impact of their underlying beliefs, values and emotions on personal growth. I am able to coach academic, academic related and professional services colleagues of all grades.

## Katie Birrell

**University of St Andrews**

My first day with the University of St Andrews was on the very first day of Covid Lockdown, mark 1. As a single parent, learning my new role online, with a 3 year old running around causing havoc, was no small task – but I managed, and I learnt a lot about resilience, patience, and time management along the way. My role here at the University is within fundraising and I am also a member of our team of Wellbeing Officers which feeds nicely into my coaching role. In my previous life, I built up a career in Recruitment and Training and it is this background that inspired me to undertake my ILM Level 3 Certificate in Coaching, so that I can continue to support individual’s with their personal growth and development.

## Professor David J Blackbourn

**University of St Andrews**

My interest is in helping executives and senior leaders perform to the best of their abilities so that they can enjoy to the full their role and excel in their career. In turn, this approach fosters a sense of well-being and self-assurance that radiates to their colleagues and benefits the organisations for whom they work. I am currently Director of the Institute of Medical Sciences at the University of Aberdeen. In coaching, I draw on my analytical and communication skills and on my personal experience of being a senior leader over my 30-plus year career as a research scientist, research leader, academic and entrepreneur. I use a ‘solutions focused’ coaching approach am qualified to the Institute of Leadership and Management (ILM) Level 7 (Master’s equivalent) Certificate for Executive and Senior Leader Coaches and Mentors. I’m also qualified to PhD level in molecular genetics, a Fellow of the Royal Society of Biology (FRSB) and was first awarded a personal professorship from the University of Birmingham in 2011. My extensive track record of senior leadership and management experience has been gained at university executive board level; through learned society governance roles including at executive level; by managing substantial bodies of external and internal stakeholders; driving change and transformation in a complex environment through multiple restructure exercises; co-founding a start-up biotechnology company based on my research, Ducentis BioTherapeutics that was then acquired in 2022 by Arcutis Biotherapeutics. Please be assured that in undertaking to be your coach I work to the code of professional conduct of the British School of Coaching, an ILM-Approved Centre, and can therefore promise you the highest standards of authenticity, integrity and confidentiality.

## Janine Chalmers

**University of Aberdeen**

I am a strong supporter of developing coaching cultures where individuals can learn and feel motivated to engage in their own professional development.  Having had positive coaching experiences myself and had the opportunity to train as a coach I have seen first-hand the power of coaching approaches and am therefore delighted to be part of the coaching pool and to support others with their goals, dilemmas and future careers.  My role at the University is HR Manager (Specialist Services) and I have significant experience of finding solutions to complex matters, previously particularly in relation to equality, diversity and inclusion.  I am looking forward to working with colleagues in the coaching role to foster development, fulfilment and wellbeing.

## Sarah Cornelius

**University of Aberdeen**

I am an Emeritus Senior Lecturer from the School of Education where I have supported the professional learning and development of educators in HE, FE, schools and community settings. I use coaching and mentoring to support those working and studying in education and related sectors to tackle work-related challenges, navigate change and fulfil their aspirations and goals. I hold an ILM Level 5 Certificate in Coaching and Mentoring and draw on a wide ranging professional background which has included interdisciplinary and international teamwork and work across boundaries between environmental, digital and educational fields.

## Dr Moira Cruikshanks

**University of Aberdeen**

[**https://www.abdn.ac.uk/iahs/research/health-psychology/profiles/m.cruickshank**](https://www.abdn.ac.uk/iahs/research/health-psychology/profiles/m.cruickshank)

I am a Research Fellow in the Health Services Research Unit, based at Foresterhill at the University of Aberdeen. Outside of work, I like to stay active, especially walking the dog (or running, when he’s in the mood!) and I’ve recently started to enjoy a bit of gardening as a way of relaxing.

I decided to undertake the coaching training as I am a firm believer in the value of listening as a way of helping and supporting people, and I feel privileged to be able to incorporate this into the workplace. As a coach, my focus is helping people work towards their goals in a way that fits with their own personal characteristics and values. I would be happy to work with you on any personal or professional concerns that might benefit from coaching.

## Shona Deigman

**University of St Andrews**

I have worked in the School of Management as Administrator for over 5 years having previously worked in several 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 considers 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 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.

## Anne Eadie-Tice

**University of St Andrews**

Coaching is one of the favourite parts of my role in staff development. For over 25 years, I have developed 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 keen to enable coachees to fulfil their aspirations, make changes and achieve their full potential.

I am a Psychology graduate with an MBA and HR certifications and I am an Accredited Coach for Coach U’s international Coaching Skills Training Programme. I am also one of the trainers on the ILM Coaching Award Programme and I recently qualified as a Coach Supervisor.

## Pauline Fraser

**University of Aberdeen**

For more than 26 years, I have supported students and staff in higher education by providing IT Training and secondary support. I work within the Digital & Information Services. I have an enthusiasm for helping, supporting and meeting people. The reward for me being part of their learning journey and seeing their self-confidence grow.

I’m dyslexic, which has had its challenges in the work environment, but I feel blessed, as I have found my solutions and see things differently, which can be an advantage. My personality is caring, kind and empathetic – sometimes, we need another person to sound out our thoughts to get to that goal or find an alternative solution and I feel coaching can offer this.

I have always been interested in coaching because I have had some amazing people supporting me throughout my career, and I would love to do the same for others. I hold the ILM Level 3 qualification in Effective Coaching, and I hope to be helpful for any of my matches.

My other interests involve cooking, dancing and yoga.

## 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 successful 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.

## Dora Golaszewska

**University of Aberdeen**

Our sense of self and the present situation emerges through being in relationship with others. Perceiving ourselves and our present reality without ignoring or exaggerating relevant features increases our awareness and enables us to respond with new conscious choices.

My purpose in coaching is to enable the process of noticing, learning, deciding, and re-deciding. Through a partnership that balances support and challenge I facilitate clients to reconnect with their experience, access their resources, improve problem solving strategies, and move towards desired change. I invite clients to consider how their agenda may align with their values, relationships, and the context in which they operate. I encourage the sense of autonomy, compassion, and sustainability.

I completed an [ICF](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcoachingfederation.org%2F&data=05%7C01%7Ccme2%40st-andrews.ac.uk%7Cf1cb5ab74b8c42f3943208dabce32242%7Cf85626cb0da849d3aa5864ef678ef01a%7C0%7C0%7C638029980965050365%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=tNXX4ttr%2Fct%2FKuphHk1UnoI70I77w%2FuruZ2dhbgs5As%3D&reserved=0) ACTP accredited Diploma in Business Coaching. I’m working towards an ICF ACC credentials and I coach in line with [ICF Code of Ethics](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcoachingfederation.org%2Fapp%2Fuploads%2F2021%2F01%2FICF-Code-of-Ethics-1.pdf&data=05%7C01%7Ccme2%40st-andrews.ac.uk%7Cf1cb5ab74b8c42f3943208dabce32242%7Cf85626cb0da849d3aa5864ef678ef01a%7C0%7C0%7C638029980965050365%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=c7HLxMDFde7qKmimHFnFARVyIFK98PNCxywFOCD5yMI%3D&reserved=0) . Please check [my staff profile](https://eur01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.abdn.ac.uk%2Fpeople%2Fdora.golaszewska&data=05%7C01%7Ccme2%40st-andrews.ac.uk%7Cf1cb5ab74b8c42f3943208dabce32242%7Cf85626cb0da849d3aa5864ef678ef01a%7C0%7C0%7C638029980965050365%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=ckskmw%2F4GioaavetUk9Ee5dR3iwZIZuZ%2Fe%2Fltg5ZvP0%3D&reserved=0) or get in touch if you would like to know more about me or the coaching process.

## Katherine Halliday

**University of St Andrews**

## 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.

## Avery Hawkins

**University of St Andrews**

My name is Avery Hawkins, my pronouns are “they/them/their”, and I am the Organisational Development Coordinator for the University of St Andrews. As the University’s lead coordinator of staff wellbeing initiatives and manager of two of the University’s centralized mentoring schemes, coaching is a natural extension of my work. For nearly 10 years, I have worked to support employee professional development and general wellbeing across the private and public sectors. During this time, I have experienced many personal transformative experiences as well that have helped me form a unique perspective on personal and professional challenges.

With my more recent experience in supporting mentors and mentees in maintaining effective partnerships, I feel that I have reached a natural confluence of my experience and skills as a trainer, wellbeing advocate, and mentoring manager to coach colleagues in fulfilling their potential. I am an accredited HR Practitioner with CIPD and accredited Coach with ILM. As a queer, transfeminine, non-binary person, I am particularly interested in coaching and supporting fellow LGBTQ+ colleagues in maximising their potential and finding satisfaction in their personal and professional lives.

## Rebecca Kinnear

**University of St Andrews**

I have worked for the University of St Andrews for over 20 years, within the School of Biology.  I am a marine biologist and have worked as a researcher, lab manager and as a project manager, but have also worked within the Student Services department.    Through my time as a Warden in halls of residence and leading groups within the school of Biology I have developed an interest supporting and aiding the development of those I work with. I have recently obtained my ILM level 3 in Effective Coaching and am looking forward to putting what I have learnt to practice. During the training I particularly enjoyed the opportunity to work with my coachee on a 1:1 basis and am looking forward to more coaching opportunities in the future.

## Amy Kinsman

**University of St Andrews**

In 2018, I embarked on a transformational journey to become a Careers Adviser and study a Post Graduate Diploma in Career Guidance and Development at Edinburgh Napier University because I wanted to help individuals find work that was meaningful and reach their fullest potential. After graduation, I attended a one-week summer school at the University of Jyvaskyla focusing on ICT in Guidance and Counselling. This was an opportunity to learn about the ethics and models to use in sessions whilst using digital technologies including email, telephone, and chat messenger.

In 2019, I worked as a Careers Adviser at the University of Stirling and then at Newcastle University. In 2020, I joined the University of St Andrews as a Careers Adviser and have embraced every opportunity to upskill including; participating in the Aurora Advanced HE Leadership programme and the AGCAS Advanced Guidance Course, which was an opportunity to have my sessions observed by other careers professionals.

I have just completed the ILM 3 Organisational Coaching Qualification and have found it highly rewarding to support individuals with reaching their career goals.

## Cheryl Lang

**University of Aberdeen**

I’ve worked full-time at the University as an English for Academic Purposes Tutor, teaching international students, since 2006.  I’ve been on my own quest for self-development since I visited Hiroshima in about the year 2000 when I realized that to promote peace in the world, I had to start working on myself.  This led me to yoga, which I trained to teach and have run weekly classes in since 2007.  My desire to help others on their journey in the work-related environment inspired me to complete the ILM Level 3 course in Effective Coaching.  I hope to be able to hold a calm, friendly space for people to grow and develop.

## Nikki Pearce

**University of Aberdeen**

I head up the CPD Services Team within R&I at the University of Aberdeen; working with academic colleagues and external organisations to develop and deliver work related training and acting as a professional conference organiser (PCO), providing a wide range of support for a range of events including conferences, short courses, virtual events and CPD.  We are a team of 7 and as well as responsibility for the financial viability and quality of our provision, I am responsible for the development and implementation of the University's strategic aims in this area of activity.   I have extensive expertise in this area having worked in a business development role in higher education for 25 years.

I have been interested in coaching for some time having found it useful in my own career and have undertaken a range of short and informal training courses in this area.  Latterly I completed the ILM Level 3 Effective Coaching qualification allowing me to undertake workplace coaching.  I have really enjoyed coaching colleagues helping them to work through issues and find their own, customised solutions.

Away from work I enjoy cycling (if it’s not too windy) and cooking – bread is my current challenge!

## Anna Perlinski

**University of Aberdeen**

My name is Anna Perlinski and I work at the University of Aberdeen Counselling Service as a Counsellor, using a pluralistic approach to therapy, and as a Coach for staff, as part of the network of coaches at the universities of Aberdeen and St. Andrews. I am in my early 30s and in my free time I enjoy playing board games with my husband and two daughters, connecting with nature through long walks, water sports and road trips. I enjoy reading crime novels, socialising with friends over coffee, visiting family in Poland and engaging with sports: basketball, jogging and kickboxing. Ever since I obtained a MA degree in Psychology and the Masters of Research at the University of Aberdeen, followed by the Masters in Research and the Postgraduate Diploma in Pluralistic Counselling at the University of Abertay, I have always been truly passionate about helping people to improve their well-being and promoting personal growth. I use a variety of coaching techniques to help others in raising their self-awareness, developing new meanings, promoting resilience, managing unhelpful thinking, and ultimately facilitating conscious choices to ensure goal achievement.

## Dr 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. I am a Senior Lecturer in Computer Science. https:/[/www.abdn.ac.uk/people/b.scharlau/](http://www.abdn.ac.uk/people/b.scharlau/)

## Mary Stephen

**University of Aberdeen**

I am an Emeritus Senior Lecturer from the School of Education. Over many years I have supported students and colleagues both professionally and personally.

I have been involved in two Erasmus-funded projects, one of which investigated dilemma-based coaching, and this sparked my interest in pursuing the ILM level 3 coaching certificate. I have held various roles outside of the university, which led me to believe I can aid others in finding their path.

## 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 come 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.

## Claire Wall

**University of St Andrews**

I am a mother of two boys and a servant to two dogs. I’ve been with the University since 2021 but have worked within employee and organisational development for over ten years. I have my ILM level 3 certificate in coaching and have worked with a wide range of people on their development goals throughout my career. My experience leans towards leadership, career and personal growth such as building confidence, self-awareness, and resilience. My coaching sessions are built on the understanding that it is your time. I am here to help, support and sometimes challenge you so that you can understand your existing belief systems and take steps towards achieving your goals.  I look forward to meeting you!