



Personal and Organisational Development

Leadership & Management Development

Rowan provides reflective, experiential training for managers, including:

- Management Today (for managers who haven't received much management training)
- Coaching Skills
- Mediation skills
- Managing Change

Customers include University of Dundee, and East Ayrshire Council.

Staff Training

Rowan provides experiential learning in:

- Challenging conversations
- Building Resilience
- Valuing Diversity
- Mental Health Awareness

Customers include Bell Ingram, and Shackleton Technologies.

Coaching

Coaching is regular place to reflect on who and where you are in your life. It provides a context where you can address important issues in your working life, clarify choices, create action plans and monitor outcomes with someone who is impartial.

Coaching addresses the whole person, with a focus on learning and action that can lead to more fulfilment and a more effective process for working and living.

Customers include NFU Mutual, and Worldwide Cancer Research

School Counselling

Rowan provides pupil and staff counselling services to schools and colleges.

Customers include Highland Council and Strathallan.

Critical Incident Response

Traumatic incidents sometimes affect a workplace team eg accident or sudden death. Rowan responders offer in person group and individual support to teams and their managers.

Customers include National Trust for Scotland, and Perth & Kinross Council.

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01738 562005

www.rowan-consultancy.co.uk

rowan@rowan-consultancy.co.uk

COSCA Certificate in Counselling Skills

- A stimulating, experiential course, developing counselling skills and self-awareness
- 40 SCQF credits at Level 8
- For those working with people in a professional or voluntary capacity
- Can be delivered in-house

Counselling and Psychotherapy

We offer confidential counselling and psychotherapy online and in-person in Perth, Dundee, Edinburgh, Glasgow and beyond for:

- individual adults
- young people aged 4 upwards
- couples
- families

Workplace Counselling

- A confidential service to the individual, with agreed feedback to the employer
- Self-referral or management referral
- Increases productivity
- Reduced absence rates
- Frees up management time

Customers include Caledonian Housing Group, and Abertay University, Dundee

Workplace Mediation

Mediation is a process whereby an impartial third party works with two or more people in conflict enabling them to reach a mutually agreed, constructive resolution.

Mediation is less costly than tribunals, less acrimonious and time-consuming than formal dispute resolution methods

Customers include Ruchazie Housing Association, and the University of West Scotland

Who are we?

Established in 1997, ROWAN is recognised as one of Scotland's own leading specialist businesses in facilitating personal and organisational growth and development.

Rowan enjoys a growing reputation for the quality of its professional approach to confidential diagnostic work and practice of its professional skills.

Rowan is:

- A COSCA Recognised Counselling Organisation
- Registered with Scottish Mediation



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