

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
Perth College UHI

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
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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Personal and Organisational Development

A holistic range of resources for individuals, businesses and organisations of all sizes.



Leadership & Management Development

Rowan provides reflective, experiential training for managers.

- Management Today
- Performance Management
- Effective Meetings
- Mediation Skills
- Managing Change

Customers include:
University of Dundee
Prepress Projects

Staff Training

Rowan provides experiential learning in:

- Assertiveness and Communication Skills
- Building Resilience
- Valuing Diversity
- Coaching Skills
- Mental Health Awareness
- Work/Life Balance

Customers include:
Bell Ingram
Shackleton Technologies

Coaching

A regular place to reflect on where you are in your life. Coaching provides a context where you can address issues, 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
WesLo Housing Management

School Counselling

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

Customers include:
Highland Council
Kilgraston, 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
Perth and Kinross Council

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

Customers include:
Alternatives Dundee
Perth & Kinross Council

Counselling and Psychotherapy

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

- adult individuals
- young people aged 4 upwards
- couples
- families