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**REALISING POTENTIAL**  
**TRANSFORMING CONFLICT**

## TRANSFORMING CONFLICT

In real life things rarely run smoothly. Difficulties between colleagues damage business results. Conflict between organisations is costly or worse, leads to court action. We can help you settle disputes and find creativity in conflict.

Our conflict coaching services can help you turn difference into constructive engagement. Our mediation services support parties to resolve their differences, negotiate constructive outcomes and strengthen relationships. The approach is informal, flexible, creative and confidential.

Mediating ways have a transformational effect on the experience and challenge of difference in life.

We can help you to:

- improve teamwork by valuing difference
- negotiate complex and challenging deals
- untangle workplace or management discord
- release innovation & creativity from conflict
- resolve a business or employment dispute
- mediate a consumer or contractual dispute

You need not be the victim of conflict. Engage it. Transform it. Stand in others shoes. Shape the future on joint best interests.

Lindsay has been an executive coach and mediator for 15 years and has mediated in over 250 cases. Lindsay worked as an NHS consultant physician and manager for 30 years latterly as chief executive of NHS Borders and has chaired two NHS Boards: NHS Education for Scotland and the National Waiting Times Centre. Lindsay is past chair of the Scottish Association for Mental Health (SAMH) and has been a non-executive director of the Scottish Funding Council and Edinburgh Napier University. Lindsay was made CBE in 2011 for services to the Health Services in Scotland.



## REALISING POTENTIAL

Few executives and top teams set aside structured time to develop their goals, options and plans. Transformation is possible - you can create a new horizon for your work and your team. We specialise in coaching conversations to help you tackle challenges for you and your organisation.

We work with the real-time issues you bring to help you improve business performance. We are a challenging sounding board and a confidante when you're under pressure. We'll help you understand the team dynamics, appreciate diversity, develop resilience and the facility for reflective practice.

Coaching not only harnesses your own latent potential but enables you to transform others.

We can help you to:

- take on new roles, responsibilities and projects
- develop untapped talents and abilities
- take the right route at a career crossroads
- take on the leadership of teams and organisations
- work with others to get better results

You have enormous latent potential. Find it. Release it. Make a difference. Shape the future on your best interests.

Robin has been a mediator and executive coach for 15 years. He has a Masters in Mediation and Conflict Resolution and has mediated over 280 cases. He is a past chair of Scottish Mediation and the Built Environment Forum Scotland. For 30 years he worked in housing and care as chief executive of the Edinvar Group and as a past chair of Blackwood and ELCAP. He was a non-executive director of NHS Lothian, Queen Margaret University and the Scottish Federation of Housing Associations, Robin was made MBE in 2002 for services to the housing association movement and disabled people.

## WHY US

Robin and Lindsay are partners in Eskhill & Co, Both are accredited business coaches and mediators and are qualified in the Myers Briggs Type Indicator (MBTI).

Our commitment to coaching comes from many years of seeing how people excel and reach new heights given the right mix of support, challenge and new insights.

Our commitment to mediation comes from too many years seeing harmful conflict in the workplace, among organisations, and between organisations and their clients and our experience that mediating ways get results which benefit all concerned.



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### **We can provide a venue for coaching and mediation at:**

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Musselburgh EH21 7TD  
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