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### Our Team & Values

We are a team of highly experienced coaches, facilitators & trainers who are:

- focussed on enhancing business performance & personal well being
- dedicated to maintaining relationships with clients based on mutual trust & respect
- skilled at creating positive attitudes in times of change
- based in Aberdeen, Scotland and working internationally
- passionate about our work, with an enthusiasm that's catching!



### Profiles

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***“We found the team building to be of great value to our leadership team. It was great to see a light come on in someone's eyes and listen to the conversations that ensued. You managed our sessions really well and contributed greatly to the end product. You achieved this through excellent communication and creating an atmosphere that was both relaxing and challenging. The room had a real "wow" factor. The bigger the wow factor became, the more we seemed to get involved. The whole event exceeded all our initial expectations.”***

*George Whitten & John Hall, OIMs, Chevron*

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## Alison Bremner

Alison Bremner is the managing director of GAIN, which she founded in 1998 to optimise the growth and development of individuals, businesses, and teams.

A gifted and versatile coach, facilitator and trainer, Alison brings significant positive impacts to the achievements of others. Described as having “listening skills that score 12/10”, and “truly exceptional insight into behaviours”, she works with a diverse range of corporate and self-sponsored clients.

Alison is passionate about “helping people help themselves”; about supporting individuals and groups in creating and realising their vision for the future. In group work, her strengths are in drawing out opportunities and ideas, thereby generating ownership that leads to tangible results. She uses powerful questioning to unlock true potential. Alison coaches people in support of their growth, development and performance. Her coaching is broad-based and integrative in its approach. Her training expertise is in the areas of leadership, interpersonal skills, performance management, coaching, and confidence.

With more than 25 years business experience (including 10 years in management in the Oil & Gas industry), and a further 8 years leading GAIN, Alison is a Certified Coach with further qualifications in Stress Management, Psychological Coaching, Myers Briggs, and Insights personality indicators.

She is a Fellow of the Chartered Institute of Personnel & Development (FCIPD), a Member of the Association for Coaching (MAC), and is also Team Co-ordinator for the Association for Coaching Aberdeen branch.

Alison lives in Aberdeen with her husband Alan, who is a co-director of GAIN and a keen golfer. She enjoys traveling to new destinations and relaxing outdoors.

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## Daniela Yarnold

Daniela Yarnold is a highly regarded, experienced Coach and Facilitator in leadership and team workshops. She delivers 1:1 Achievement Coaching to senior executives, team leaders and their team members.

Clients rate her as 'one of the best facilitators in the industry', 'an exceptional coach with remarkable questioning and listening skills' and 'value for money'. Delivering results beyond clients' expectations, and bringing great commitment, care and professionalism to the task in hand are the reasons why clients choose to come back to her time and time again.

Daniela's passion is to help individuals and teams within companies to achieve their goals and reach their true potential ~ whether this is by group coaching at a team building event, facilitating a strategy meeting, or coaching individuals by helping them turn their vision into reality. Her friendly, outgoing and enthusiastic personality are a real asset when it comes to connecting with people. She thrives on challenges and 'missions impossible'. Daniela believes that hard work and fun are not mutually exclusive ~ humour and having fun is an integral part to her approach.

She has worked for many years in various industries, ranging from oil and gas to breweries and paper, as well as government bodies and schools. She also has private individuals amongst her coaching clients.

Daniela is very keen on learning and development, and her depth of knowledge comes from having attended leading edge coaching programmes in the UK, as well as Canada and the US. She continually broadens her knowledge, thus keeping abreast with the latest developments. She is also a very experienced and qualified Insights Practitioner.

Daniela lives in rural Aberdeenshire and loves spending time with her family and friends. When on holiday she indulges in one of her passions ~ photography. She adores Italy, especially the coffee and ice cream!

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### Steve Thomson

Steve Thomson is extremely passionate about personal and corporate development, and makes a valuable contribution by providing 1:1 coaching and delivering inspiring programmes, which include emotional intelligence, motivation, and NLP. He brings a great deal of energy and enthusiasm, and a very open style which encourages others to feel secure in honest, straightforward dialogue.

He previously had a career spanning 15 years with GlaxoSmithKline, including senior line management roles in a fast moving production environment. He has first hand experience in change management, including rapid expansion, major project implementation, significant downsizing and cross-cultural issues.

Steve’s recent portfolio of projects includes: - emotional intelligence for a high potential group, delivering 1:1 peak performance coaching to a Site Leadership team managing 800 staff, and delivering a coaching skills workshop to embed a coaching culture into an organisation.

Steve has an international racket sports background, having represented Scotland at badminton and racketlon. He uses his skills in sports psychology to help athletes excel.

With a Coaching Diploma accredited to the European Coaching Institute, Steve is registered to deliver the Insights Discovery personal profiles and Team Effectiveness system. He is a graduate of the internationally renowned Anthony Robbins Mastery University personal leadership suite of programmes and holds a BSc in Chemical Engineering.

He lives in Stonehaven with his wife Sheila, and 2 daughters – Kirsty (11) and Holly(8). Hobbies include racket sports, golf, skiing and any family activities.

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### Moe Bruce

As a gifted group facilitator and one to one coach, Moe brings to her clients a true passion for helping to create organisations that inspire people's hearts and souls. She is dedicated to helping corporations balance people with profits and she works in partnership with her clients to find creative and inspiring ways to do so.

Moe has a strong entrepreneurial background in business. She has experience in both the private and the public sector and has an excellent track record for delivering results. She has held key positions in sales, marketing and general management, in Media, Leisure and, mainly, the Oil and Gas Industry. Moe spearheaded a new business initiative, where she led a team of 8 people in creating a strategy to develop and launch new growth companies in the North East of Scotland.

Moe is an owner of her own business, which is dedicated to making the world of work a better place for everyone. She is an accredited Insights Facilitator.

Her work has taken Moe across Europe and to North America, working with individuals and groups of many different cultures. Her talents in one to one coaching and group facilitation consistently lead to success for her clients and the following client testimonial represents a typical response to her work: "You bring the best out in people. You are very giving, have time for everyone, deep connection and fun".

Moe is a fanatical golfer, and in another life might have chosen that as her profession. Moe's other passions are learning to ride a motorbike and spending time hanging out with her daughter Caitlin.

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## Annette Evans

Annette Evans has over fifteen years experience in manufacturing industry and in consultancy for a wide variety of sectors. As founder and MD of her own business, Annette's focus is on helping organisations and individuals to be all they can be through facilitation, coaching and team building.

An enthusiastic and skilled communicator, she has made a number of television appearances, speaking on the importance of confidence and taking control of your career.

A graduate of Strathclyde University, Annette holds a degree in Psychology and Mathematics, a post-graduate Diploma in Personnel Management, a Diploma in Counselling and is currently studying for her MA in Coaching and Mentoring Practice.

Some testimonials from clients include:

'Annette is the best facilitator I have ever worked with'

'Annette has been pivotal to my accelerated personal development, providing me with new skills and frameworks that I have adopted in my day-to-day role. Through her insight I feel I've come a long way in a short time.'

A Fellow of the Chartered Institute of Personnel and Development, Annette is the Vice Chair for the North of Scotland and Islands Branch of the CIPD.

Annette enjoys playing the guitar and singing when she has the opportunity.

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## Frances Grant

Frances Grant BA is a qualified coach and trainer, with a background of 35 years in the communications industry – both in live studio direction for BBC national television news and current affairs, and in writing and editing for major publishing ventures such as the Dictionary of National Biography.

Alongside her paid career Frances has worked tirelessly in her spare time at her other passion, coaching. She was a trained counsellor and workshop leader for a national voluntary agency for 18 years. In 1994 she began developing as a trainer, workshop designer and qualified coach, which is now her main career.

Frances specializes in working with small to medium-sized teams, as well as individuals. She provides intensive formats for powerful and long-lasting results, in the fields of personal and professional development, creativity, stress-busting, psychological coaching, performance coaching, leadership, self-esteem empowerment, and a deep understanding of motivational states.

Quotes from client feedback include: “Frances worked with energy and enthusiasm, sensitivity and intuition...” “I found the material had very clever touches and it worked marvellously.” “Frances was wonderful... highly skilled, with a genuine presence.”

A former council member for the Association for Management Education and Development, Frances is a member of the Association for Coaching and several other professional organizations. She lives in Aberdeen and London with her husband Adrian, with whom she shares a love of gardening, travel, and music.

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### Dorothy Burke

Dorothy developed her coaching, mentoring and facilitation skills through a combination of courses, 1-1 training and on-the-job experience. She gets a huge buzz from 'making a difference' to teams and individuals.

Starting off her career as a computer simulation specialist, she became the founder and Director of a family technology business, where she discovered a passion for helping others succeed.

Dorothy particularly loves to work with small companies, technology developers and women entrepreneurs, as she can bring her experience, empathy and insight to the process of helping companies, teams and individuals to grow through challenging times. Her current focus is Innovation, utilising a range of programmes and methodologies to enable the creative idea-generation process and embed an innovative culture at all levels within the organisation.

With experience in business development, strategic and operational management, IT & technology, Dorothy has a B.Sc. Joint Honours in Maths and Computing, an M.Sc. in Management Science and is an accredited Myers Briggs practitioner.

She lives in Banchory with her husband, teenage daughter and six-year old son. She loves the peace of the golf course and still hopes to have time to get a handicap one day!

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gain growth; to advance; to progress; to reach; to win (over); gainful; profitable; advantageous; devoted to gain



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[Contact us](#) today or phone +44 (0) 1224 209988