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We Coach

Whether you are a corporate or personal client, we work with you one to one, to maximise your potential in work and life.



We Facilitate

We learn about your business, then provide creative design and facilitation to ensure your event has clear outcomes that get delivered on the day.



We Build Teams

We help create high performance teams that pull together to deliver great results.



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Coaching

We work with you one to one, to maximise your potential in your work and life.

Use our advanced skills as coaches to help you create a more successful professional and personal life.



Our coaching clients include people from all levels of business, as well as self-sponsored individuals.

We help you

- fast-track business and personal goals
- develop skills
- excel as a leader
- deal effectively with constant change
- make career or life changes
- create balance and wellbeing in your life
- gain true confidence
- deliver your very best performance

“Coaching has helped me map a career path during a period of significant change and has opened my eyes to a new level of behaviours & interpersonal relationship development.

On a scale of 1 to 10 it scores 10”

Jösta Vermeulen, Reservoir Geologist, Chevron

 [Printable Version](#)

“Since my coaching sessions with Alison I have redirected my career to allow me to have the work-life balance that I was seeking. I found our sessions extremely liberating. Alison is a true professional and her drive and enthusiasm is infectious.”

Lee Rust, self-sponsored client



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Facilitation

Our flexible approach to facilitation focuses on your specific needs. We create tailor-made processes, drawing upon a wide range of techniques and skills. This results in groups discovering new ways forward and joint commitment to key actions.



"I was extremely pleased with the workshop. The timing was crucial, and you managed to keep us on time whilst still allowing flexibility in the process. Your facilitation style is excellent and I now have a very committed team who are focussed on our business objectives."

Derek Langfield, Operations Director, AMEC

The Journey to Results

- Together we capture the objectives for the event, learn about the people involved and understand the challenges ahead
- Where appropriate, we carry out team/stakeholder "research" interviews
- We design the facilitation processes that create an excellent event, consulting you along the way
- We facilitate the event, using innovative interactive techniques that deliver desired results
- We provide high quality photographic records of the event outputs, including Action Plans
- We initiate a de-brief meeting and provide post-event support as required

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Team Building

Each team is unique. Our approach is to focus on your team's needs, drawing on a wide range of team diagnostic tools, personality indicators, practical team challenges & fun activities. This accelerates team development.



We help create high performance teams that pull together to deliver great results.

We help your team

- Get clear on their vision and objectives
- Stock-take current performance
- Identify gaps between desired & actual performance
- Develop strategies to close any "gaps"
- Embrace the talents and diversity of team members
- Clarify roles and highlight support needs
- Build relationships based on trust and respect
- Recognise and celebrate achievements

"Through a programme of team events and individual coaching, you have helped my team achieve a step change improvement in effectiveness. Your business awareness, facilitation skills and understanding of people's needs meant that everyone was fully engaged in the process. The result was that a new team from diverse backgrounds made tremendous and rapid progress towards mutual understanding and inter-dependence."

Richard Pearce, NOJV Manager, Chevron

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News

We have a Website!

Our labour of love over the past few months has delivered this website, and we are now delighted to go live!

As well as continuing to work on familiar ground, our vision is to spread our wings further, bringing our coaching, facilitation, training and team building skills from Aberdeen to serve a broader international arena.

For this to become reality, people need to find out about us.

We hope that our website meets your needs, and that you enjoy exploring it. Your **feedback** is most welcome!

Gain is 8 Years Old!

We celebrated 8 years in business on 1st August by raising a few glasses, to toast



clients old and new, as well as our own growth and development over these exciting years.

Win a bottle of Vinas de Gain (a quality Rioja) by emailing your answer to the question

“What’s the best way to celebrate your

Views

The views section contains information on resources and websites that may be of interest to you. It is updated regularly, so please come back and visit us soon!

Websites & Newsletters:

www.moretolife.org (More to Life Weekends run regularly in the UK and internationally. Powerful and simple tools to help you live a happy life.)

www.compass360.net (Providers of bespoke 360 degree feedback tools for individuals and teams.)

www.themindgymn.com (Concise bites of learning hit your inbox monthly when you subscribe)

www.aboodi.net (Reflect on your interactions with people and the world by subscribing to Aboodi’s excellent “Stirring the Soul” Newsletter.)

www.cipd.co.uk/coachingatwork (The CIPD’s new magazine and online resource. Get a free copy of the special launch issue.)

www.mike-wilkinson.com (If you like our team photos then contact Mike. As well as being extremely talented, he is a joy to work with!)

www.zincweb.co.uk (Mark Chinery worked with us to develop GAIN’s website. Bringing expertise and creativity to the table, he’ll focus on your needs with admirable patience!)

Books:

“Co-Active Coaching” by Laura Whitworth ISBN 0-89106-123-L (Thorough, practical, inspirational)

“Get Everything Done and Still Have Time for Play” by Mark Forster ISBN 0-340-74620-3 (We can’t manage time – only our attention. Best book we’ve read on time & task management.)

birthday when you're 8?" Most amusing (and printable!) answer wins this delicious wine.

Coaching Events come to Aberdeen



Alison is Team Co-ordinator for the brand new Aberdeen branch of the [Association for](#)

[Coaching](#). The Aberdeen

team will create 4 inspirational evening events annually. Aimed at a broad spectrum of parties with an interest in coaching, the inaugural event is on **Wed 27th September 2006** and is themed "The Coaching Rainbow". This event is open to members and non-members of the AC. [Email](#) Alison to find out more.

"[Conquer your Stress](#)" by Cary L Cooper & Stephen Palmer ISBN 0-85292-853-X by Dr Stephen Palmer ISBN (Expand your knowledge of stress reactions and how to come out of the stress cycle)

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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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- [Daniela Yarnold](#)
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- [Moe Bruce](#)
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- [Frances Grant](#)
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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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For Gain Without Pain - Contact Us

Your needs may be addressed through coaching, facilitation or team development, or a combination of all three (a Team Journey)?

Whatever outcomes you seek, they can only be achieved by taking action:



Tel: +44 (0) 1224 209988

Mobile: +44 (0) 7876 276839

[Click here to email us](#)

Our Address

Gain Performance Enhancement Ltd
 230 Deeside Gardens
 Aberdeen
 AB15 7PS
 Scotland
 UK

"I don't think I have ever been to a workshop that's had such unilateral positive post-event feedback."

David Hay, Project Services Manager, ConocoPhillips

"Duco have utilised the services of GAIN over the past year to facilitate team development as well as one/one coaching. The preparation, structure and follow up has been of significant value and benefit with a good balance between business and fun activities to keep interest levels high. The team have left each event having progressed & learned with a renewed enthusiasm towards the business challenges."

Alistair MacDonald, Managing Director, DUCO Ltd

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