

Sandra Smith

Facilitator, Trainer and Coach



Sandra is a trusted facilitator, trainer and coach, who brings with her experience of coaching, facilitating and designing bespoke interventions across a variety of sectors, such as, financial, commercial, public and not-for-profit sectors. Enjoys working with a diverse range of organisations from small entrepreneurial or not-for-profit to global top FTSE businesses.

Sandra blends an intuitive approach with depth of knowledge and experience to support and challenge her clients in achieving their goals. She thoroughly enjoys supporting and challenging individuals and teams at all levels as her passion is the development of potential in people. Business focused, she also understands how to help clients balance the demands of organisations with their individuals needs to challenge traditional ways of thinking and doing which may no longer be appropriate in changing and ambiguous environments.

Her areas of expertise include a multitude of Leadership and Management, Change Management and Personal Impact topics. Sandra's diverse skill set allows her to consider her audience to design and deliver impactful programmes which blend a range of delivery styles to support and positively challenge her clients to achieve their goals.

Sandra has a warm and engaging coaching style, quickly helping clients to relax and talk with confidence. Her approach is pragmatic and she draws on a variety of techniques, tailoring her style to suit the client and situation. She relishes working with individuals who have significantly increased/changed their responsibilities or are unsure of the 'what next', providing support and challenge to individuals on their career path and guiding individuals who are leading and implementing major change programmes. Current coaching assignments include; Career Coaching, Personal Impact, Behavioural Change, Confidence and Leadership.

Sandra established her own business in 2010 and still enjoys working on an associate basis with some of the UK's top people focused consultancies. Prior to this she was a Managing Consultant with Fairplace Cedar and held senior HR roles at Scottish Power, Marks & Spencer and Clydesdale Electrical Retail.

Sandra is a qualified coach, has a Master of Arts Degree from Glasgow University and is a member of the CIPD and AC UK. She is a qualified psychometric assessor and user of a wide range of Level A & B psychometric tools.