



**Scott Arbuthnot**  
ILP Fellow

### Areas of Expertise

### Experience Summary

**Scott Arbuthnot** is a master facilitator who draws on his 16 years of experience to finely balance process elements of support and challenge, intimacy and authority.

Scott makes difficult learning experiences safe and insightful. The core values guiding his work are a dynamic balance of respect for the individual and larger organisational outcomes.

- Leadership and leader development
- Coach and mentor development
- Emotional intelligence and relational skills development
- Team development and performance management
- Leading change and transition
- Complexity and sense-making for strategic solutions
- Personality disorders and extreme characters in the workplace
- Instructional design for accelerated adult learning
- Experiential and emergent process facilitation

### Industry Experience

- Trading and senior treasury management roles for merchant and trading banks.
- Cultural change and transformation projects.
- Local, state and federal government leadership development.
- Clients and projects in building and construction, retail, finance, pharmaceutical, freight, real estate, mental-emotional health, education and IT sectors.

### University, Training & Industry Qualifications

- Cognitive Edge – Complexity Tools, Accredited Practitioner
- Emotional Health Counsellor (process oriented and body-centred psychotherapy)
- Certified Practitioner: Neuro Linguistic Programming, Time Line Therapy and Eriksonian Hypnotherapy
- Accredited Practitioner for Myers Briggs Type Indicator and DiSC Personal Profile System
- Graduate of Superteaching educators' program

### Career Achievements

- Built and lead a team of just 15 people to achieve a new regional bank investment service with \$ 3 billion under management.
- Facilitated and coached the emergent processes that formed the *Leadership Lounge*, a learning forum facilitated by volunteer-peers that has provided free half-day development sessions for 60 to 120 participants every month since 2001.
- Developed robust return on investment reporting methodologies for leadership and soft skills development.
- Developed a highly successful blended methodology for medium term experiential development programs using online/e-facilitation of learning networks to transcend geographic obstacles.
- Has had several papers and articles published in well recognized magazines e.g. HR Monthly Magazine, Management Today, Enterprise Magazine and In-Business Magazine plus several more.

### Testimonials

- Scott is able to synthesise complex leadership methodologies and communicates them in a way that makes them immediately useful.
- What always amazes me about Scott is his vast knowledge of leadership theory, research and practice.
- Scott is a true proponent of life long learning. His depth of research gives him a huge repertoire of theories, models and references that he seems to be able to pull literally out of thin air to help people answer questions and solve problems in the learning environment.
- I have known Scott for over 6 years having met him through his role as a leadership program facilitator. Scott is a true and challenging friend to me and hundreds of others.
- If you get a chance to work with this man I can assure you the experience will be one of the most significant events in your life.