

xpanse Qualifications Profile



Personal Data	<p>Nicholas Smith</p> <ul style="list-style-type: none"> • Born in 1970 • Resident in Dunoon, Scotland • Married
Professional Background	<p>2004 – now Experiential trainer and coach for xpanse UK Ltd.</p> <ul style="list-style-type: none"> • Team and leadership training • Personal Coaching <p>2005 - now Freelance outdoor instructor,</p> <ul style="list-style-type: none"> • specialising in dinghy sailing • also running sessions in climbing, high ropes, mountain walking, canoeing and kayaking, mountain biking <p>2006 - now Managing Director of persolog GB Ltd</p> <ul style="list-style-type: none"> • providing HR development tools to trainers • certifying trainers to use the tools <p>1998 - 2006 Outdoor instructor in various centres</p> <ul style="list-style-type: none"> • multi-activity courses for children and adults • RYA sailing courses <p>1992 - 1997 Manager for BR Business Systems Ltd</p> <ul style="list-style-type: none"> • Project management • System testing, quality assurance, finance
Industry Focus	Automotive, Transportation, Education, NPOs
Expert areas	<ul style="list-style-type: none"> • Team Development • Potential Analysis • Dinghy Sailing • Climbing, paddlesport, mountain biking • Active facilitation
Focus activities	<ul style="list-style-type: none"> • Experiential training, either indoors or outdoors • Active reviewing • 1:1 Coaching, indoors or outdoors using a journey metaphor • Outdoor education
Specials	<ul style="list-style-type: none"> • International and intercultural competence
Training / Further Education	<ul style="list-style-type: none"> • BEngMEng (Electrical Systems), Warwick University • BPhil (Youth and Community Work), Birmingham University • DISC-based Personality Profiling • Life Coaching Certificate, Newcastle University