



## Background

David Sole established his own company in June 2007 after 6½ years with the Change Partnership and Whitehead Mann, where his focus was on executive coaching, team development and Board facilitation – latterly he was a partner and head of their development practice.

Prior to that, he spent 11 years working for United Distillers and Diageo in global operations where he was ultimately responsible for the procurement of commodities and neutral spirit across the globe.

He played international rugby for Scotland from 1986 to 1992 and was captain a record 25 times, including the famous victory over England in 1990 to win Scotland's third Grand Slam. He also played for the British Lions in 1989 and the Barbarians. He was awarded an OBE for services to rugby football in 1993.

He is currently a Board member of **sportscotland** and the Scottish Institute of Sport as well as being one of two external trustees of the HBOS Foundation. In the past he has been Chairman of the Board of Governors of Cargilfield School, he has chaired committees of the Prince's Trust – Action and has been a non-executive director of the Kilchoman Distillery Company.

David has a number of other interests outside of work – he has a farm in Aberdeenshire where he and his family are building pedigree herds of Aberdeen Angus and Highland Cattle and a flock of Suffolk sheep.

## Experience

David has extensive experience of 1:1 executive coaching, working with senior clients across a wide range of organisations and in a diverse range of functions.

He has also designed and facilitated a number of workshops for Boards and teams, where the subject matter ranges from organisational strategy to more general team development.

He has worked extensively with the media and regularly writes newspaper columns for both daily and Sunday papers; he has worked with the BBC, ITV, BSkyB and Eurosport and has commented on the last 3 Rugby World Cups.

David also has wide-ranging experience of public speaking – either on the subject of leadership or in relation to his past experiences as an international rugby player.

## Qualifications

David has a BA (Hons) in Economics and Agricultural Economics from the University of Exeter.

He is a qualified administrator of the Myers-Briggs Type Indicator and FIRO-B and has undergone formal coaching training with the School of Coaching.

## Selected Client Organisations

David has worked with a wide variety of client organisations, including:

Financial Services Authority	RBS
William Grant & Sons	Barclays
Scottish & Newcastle	Oracle
British Telecom	HBOS
Standard Life	National Express
Shepherd Homes	Microsoft
Yorkshire Bank	Martin Currie
Alliance Trust	ASDA
Sainsbury's	Deloitte
British Waterways	KPMG