

Workplace Counselling

- A confidential service to the individual, with agreed feedback to the employer
- Self-referral or management referral
- Increases productivity
- Reduced absence rates
- Frees up management time

Customers include:

Caledonian Housing Group,
Havelock Europa plc

Workplace Mediation

Mediation is a process whereby an impartial third party works with two people in conflict enabling them to reach a mutually agreed, constructive resolution.

Mediation is less costly than tribunals, less acrimonious and time-consuming than formal dispute resolution methods.

Customers include:

Perth College UHI,,
Trust Housing Association

Who are we?

Established in 1997, ROWAN is recognised as one of Scotland's own leading specialist businesses in facilitating personal and organisational growth and development.

Rowan enjoys a growing reputation for the quality of its professional approach to confidential diagnostic work and practice of its professional skills.

Rowan is:

- An ILM Approved Centre
- A COSCA Recognised Counselling Organisation
- Registered with Scottish Mediation Network

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Personal and Organisational Development

A holistic range of resources for individuals, businesses and organisations of all sizes.



Leadership & Management Development

Rowan provides reflective, experiential training for managers.

- Management Today
- Performance Management
- Effective Meetings
- Mediation Skills
- Institute of Leadership and Management (ILM) Coaching courses
- Managing Change

Customers include: Perth College UHI, Prepress Projects

Staff Training

Rowan provides experiential learning in:

- Assertiveness and Communication Skills
- Building Resilience
- Valuing Diversity
- Coaching Skills
- Effective Listening
- Work/Life Balance
- Self-awareness through Creativity
- First-line Customer Service

Customers include: University of Abertay, Culture PK

Coaching

A regular place to reflect on who and where you are in your life. Coaching provides a context where you can address important issues in your working life, clarify choices, create action plans and monitor outcomes with someone who is impartial.

Coaching addresses the whole person, with a focus on learning and action that can lead to more fulfilment and a more effective process for working and living.

Customers include: SECC, University of Dundee

School Counselling

Rowan provides pupil and staff counselling services to schools.

Customers include: Kilgraston School, High School of Dundee

Team Facilitation

Rowan facilitators can help your team reflect on their goals, dynamics and processes. We use creative methods to stimulate discussion and interaction at away days and team development days.

Customers include: Perthshire Women's Aid, SEPA

COSCA Certificate in Counselling Skills

- a stimulating, experiential course, developing counselling skills and self awareness
- 40 SCQF credits at Level 8
- for those working with people in a professional or voluntary capacity
- can be delivered in house

Customers include:
Alternatives Dundee,
Perth & Kinross Council

Counselling and Psychotherapy

We offer confidential counselling and psychotherapy in Perth, Dundee, Fife, Aberdeen, Edinburgh, Glasgow and other locations throughout Scotland, for:

- adult individuals
- young people aged 4 upwards
- couples
- families