

"When people and organisations take up the challenge to truly work together - only their imagination limits what they can achieve"



Lara is an experienced and skilled consultant and facilitator. She believes that the solutions to the modern day business challenges are to be found by tapping into the wisdom and knowledge of individuals within the organisation.

Lara started her career as a solicitor specialising in litigation - giving her extensive experience of individuals and organisations grappling with change. She joined Questions of Difference in 1999; with a commitment to support businesses achieve sustainable success. Since then she has gained considerable experience in designing and delivering leadership and team development programmes to effect real change in organisational culture and individual behaviour.

She focuses on peoples' strengths and uses coaching, facilitation and systems thinking to enable greater self awareness - building confidence to adopt new ways of thinking and working. Lara is a pragmatist and is particularly skilled at translating theory into practice - helping people to apply and integrate new learning and empowering them to bring about the transformation they need.

Working with high profile public and private sector clients Lara has developed an acute understanding of how constructive dialogue helps to build positive relationships to bring about transformation. Her diverse portfolio of clients includes: The Royal Bank of Scotland, Government Office for the North East, Inland Revenue, British Council, Coutts and the Scottish Government.

As a prime example of her impact in complex environments, Lara was appointed as lead consultant to prepare for and deliver the Youth Summit aspect of the 15th Commonwealth Conference of Education Ministers (15th CCEM). She is particularly proud of the partnerships developed, involving leaders from a diverse range of organisations including large private sector sponsors, key Government Departments and academic and international organisations. Lara's facilitation and development of a dedicated facilitation team enabled the partnership to balance their different organisational priorities, bring their passion to the agenda and deliver a highly acclaimed Summit.

More recently, Lara has been working as an Associate Consultant with Questions of Difference in conjunction with working with organisations to help them pursue a sustainable business model through Corporate Social Responsibility (CSR).

Working with both small and large companies, including Standard Life, Marks and Spencer, KPMG, Hays Recruitment and Scottish and Southern Energy, Lara supports companies to increase their positive commercial, social and environmental impact. Integrating this experience into her Questions of Difference work, Lara is skilled at helping businesses to recognise the connections within their organisations and the wider community. This empowers them to identify small tweaks and changes or practical ideas that bring significant commercial benefits and help to build a sustainable organisation.

"My experience has taught me that people come to work every day wanting to do a good job. If we provide them with the appropriate skills and vibrant working environment it is amazing the positive impact individuals can have."