

## Consultant and Executive Coach | Director, MCS Consultants

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**Margaret Scott** is an experienced consultant, facilitator and executive coach. She is also a nationally accredited mediator. Margaret's consultancy spans health, social and environmental issues in diverse sectors at community, regional, state and national levels. Leadership development, governance, strategy and conflict resolution are areas of particular interest and expertise.

Margaret has held senior roles in government as well as key strategic roles in the not-for-profit and tertiary education sectors. She is passionate about social justice and advancing human rights, is an experienced company director and has worked with many not-for-profit boards across a spectrum of organisations. Her experience encompasses mental health, homelessness, housing, domestic violence, chronic disease, sexual health, HIV/AIDS, disability, ageing, advocacy and access to justice. Margaret has worked with many Aboriginal and Torres Strait Islander organisations, people from Culturally and Linguistically Diverse (CALD) backgrounds and a diversity of marginalised groups.

Margaret is:

- Highly skilled in optimising individual, team and organisational potential through carefully tailored approaches that empower and inspire.
- An excellent facilitator and mediator able to work effectively and sensitively with diverse stakeholders, complex high and high stakes contexts, enabling constructive dialogue that includes multiple perspectives.
- A strategic thinker and analyst with extensive experience in quality governance, planning and organisational capacity building.

## Key services

### Facilitation, conflict resolution, mediation

- Facilitating productive, meaningful dialogue and enabling difficult conversations.
- Conflict and dispute resolution
- Workplace disputes
- Formal and informal mediation.

### Leadership and organisational development

- Executive coaching and leadership development.
- Training and support for effective teams and positive culture.
- Capacity building for managing diversity and complexity.

### Strategy and stakeholder engagement

- Setting strategic direction and scenario thinking to inspire and mobilise.
- Strategic stakeholder engagement.
- Program and strategy review.

### Governance effectiveness

- Strengthening governance and board effectiveness; supporting change
- Board self assessment and training.

## Professional qualifications and affiliations

- Graduate and Member of the Australian Institute of Company Directors (GAICD).
- Nationally accredited mediator (NMAS) and member of the Resolution Institute.
- Conflict Dynamics Profile (CDP) accredited practitioner.
- Accredited practitioner in Herrmann Brain Dominance Instrument (HBDI).
- Social Leadership Australia Alumnus.
- Oxford Scenarios Program, Said Business School, University of Oxford (2014).

## Clients

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Margaret has a solid track record of delivering high quality projects individually tailored to meet diverse client needs for government, not for profit, corporate and academic sectors. Clients include:

- Australian Human Rights Commission
- National Mental Health Commission
- National Congress of Australia's First Peoples
- NSW Ministry of Health
- Homelessness NSW
- Australian Council of Social Services (ACOSS)
- Local Health Districts across NSW
- Australian Indigenous Governance Institute
- Way Ahead, Mental Health Association NSW
- Parramatta City Council
- Cancer Council NSW
- JCAL (Job Centre Australia)
- Relationships Australia NSW
- Homelessness Australia
- Riverside Theatres
- Haymarket Foundation
- Collective Purpose
- Burnet Institute
- NSW Council of Social Services (NCOSS)
- Wesley Mission
- Uniting
- SNAICC National Voice for our Children
- Local Aboriginal Land Councils
- Housing NSW
- Sunnyfield
- School for Social Entrepreneurs
- Department of Health and Ageing
- Department of Social Services
- Junction Neighbourhood Centre
- Heart Foundation NSW
- Nursing and Midwifery Council of NSW
- Yfoundations
- Legal Aid NSW
- COTA NSW
- Gondwana Choirs
- Keeping Women out of Prison Coalition

## Approach and ways of working

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A high level of professionalism and solid understanding of organisational and individual dynamics underpin all work. Margaret offers:

- Detailed diagnosis of issues and problems through strategic questioning, deep listening, research and rigorous thinking. Ensuring clarity of focus on desired outcomes.
- An emphasis on building individual and organisational capacity.
- Collaborative and participatory processes that are inclusive of all relevant stakeholders.
- Culturally respectful methods that value difference.
- Strengths-based approaches that focus on practical, implementable solutions.
- Understanding of neuroscience and individual efficacy.
- Cross-sectoral and whole of systems thinking to address complex issues. A holistic approach.
- High-level analysis and quality reporting.

## Key roles held

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- Director MCS Consultants (since 2013).
- Non Executive Director of the board of Relationships Australia, NSW (2009-2017)
- Senior Consultant, WestWood Spice Consulting (2007-2013).
- Director Indigenous Health Studies, Faculty of Health Sciences, University of Sydney (part-time 2010-2011).
- Coordinator Advocacy and Influence, Benevolent Society (2006-2007).
- Associate Director NSW Chronic Care Program, NSW Department of Health (2005-2006).
- Manager Aboriginal Vascular Health Program, NSW Department of Health (1999-2005).
- Manager National HIV Education Program for Australian Doctors, Australasian Society for HIV Medicine (ASHM) (1994 – 1999).

## Referees, further detail and a full list of consultancy projects readily available on request

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