



Jackie Waring is a specialist in leadership and frequently undertakes leadership development activity and mentors men and women in top leadership positions both within the public and private sectors. She is also an expert in diversity and women's enterprise and regularly works with government and other organizations on policy, research and strategy to boost levels of enterprise within the UK.

Professional Expertise/Services: As one of a limited number of people in the UK to hold an MSc in Corporate Leadership, Jackie has practiced and proven her own leadership ability. She was 10 years CEO of one of Scotland's leading Enterprise Trusts and 3 years MD of a £2 million turnover commercial subsidiary company; leading its turnaround.

Blue Horizons (Scotland) Ltd

Jackie established Blue Horizons (Scotland) Ltd in 2003 to concentrate on key areas of business – leadership and mentoring, women's enterprise and diversity & culture. Jackie also has a team of associates who regularly combine skills to deliver contracts.

She has owns a registered trademark for her product Culture Pulse™ which she has developed with a top Scottish software company. This product is live with clients actively measuring performance improvements through developing a positive culture in the workforce.

Recent Assignments

- Worked with Chair and CEO of community finance organization in identifying organizational culture issues and in using LPI 360 and mentoring support with the CEO
- Annually assist large quasi public sector employer (2500 staff) to measure staff attitudes, use LPI 360 with managers and have now integrated leadership behaviors into their annual review system. Also deliver leadership and management skills workshops for the same organization.
- Lead researcher in a project which considered the leadership needs of local government in Scotland
- Advised the London Metropolitan Police on their response the Race and Faith Inquiry as one of 4 external advisors
- Was an enterprise policy advisor to the UK government for 3 years
- Currently mentoring a top executive in an international IT company; key focus is developing the marketing strategy to reflect changes in the public sector market
- Was one of the Scottish Leadership Foundation's top mentors; frequently matched with very senior executives in both the public and private sector
- Newly promoted Regional Sales Manager with a focus on building credibility, executing strategy, determining critical short and long-term priorities, evaluating current and future talent needs, and aligning team processes

Education and Professional Affiliations

- MSc in Corporate Leadership, Napier University, Edinburgh
- MA (Hons) English, Aberdeen University
- Post Grad Diploma in Marketing, Robert Gordon's University, Aberdeen
- Post Grad Diploma in Management, Robert Gordon's University, Aberdeen
- Certified Mediator

Contact Information: 30 Millbank, Cupar, Fife, SCOTLAND KY15 5DP T: 0044 1334 650891
e: jackie@bluehorizonsltd.com