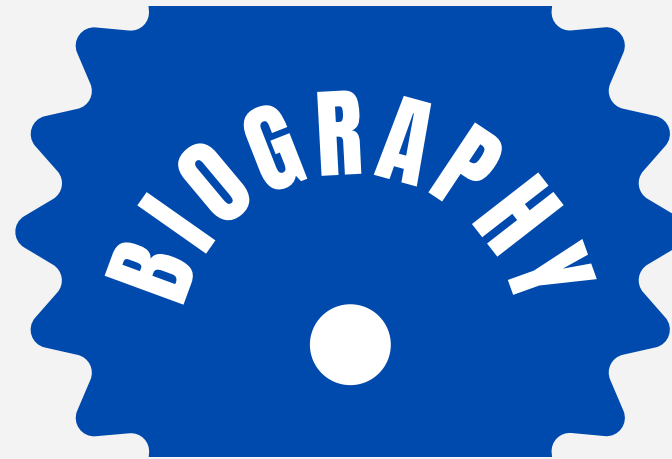




PAUL MCCOLGAN

A visionary leader and social entrepreneur with over 25 years' success in founding and growing high impact social enterprises and charities that support individuals, families and entire neighbourhoods fulfil their potential



2. ABOUT ME



**I AM PASSIONATE ABOUT THE
POTENTIAL FOR SOCIAL ENTERPRISES
AND CHARITIES TO CREATE A FAIRER,
HEALTHIER AND HAPPIER WORLD**

My “why” has always been about releasing potential and helping others to succeed.

I support leaders and their teams to uncover possibilities for sustainable growth in a way that prioritises their wellbeing and work-life balance.

3. SKILLS

TEACHING

Paul taught for 3 years at EADA Business School in Barcelona as part of their International MBA Programme. He also taught Marketing at UWS.

CONSULTANCY

Highlights include developing several user-led disability organisations including The Equality Academy. Paul was also the lead consultant on the development of The Scottish School for Social Entrepreneurs.

ENTERPRISE DEVELOPMENT

Paul was commissioned by Scottish Enterprise to create and deliver a programme to support charities transition from grants towards contract delivery. He has led around 60 organisations through ***The Sustainability Programme.***

FOUND-GROW-LEAD

Paul is the founder of Community Renewal Trust, Rom Romeha, The Know How Company, Caledonia Funeral Aid, TheWEL World, and Nourish Your Life.

COACHING

Paul is certified as a Leadership Coach with the Tavistock Institute, a Wellbeing Coach with the Institute of Integrative Nutrition, and as a Business Leadership and Executive Coach with Focalpoint International.

TALENT DEVELOPMENT

Paul is trained in and offers access to DISC Profiling, Emotional Intelligence Assessment , Key Motivators Assessment, Stress Quotient, Sales IQ Assessment and several leadership development programmes.

4. SOCIAL ENTERPRISE EXPERIENCE AND IMPACT

MANAGEMENT CONSULTANT - COMMUNITY ENTERPRISE IN SCOTLAND 1995-97

Paul returned from 3 years working in Spain to train as a management consultant to social enterprises with CEIS. He focused on business development and strategic planning and supported a range of organisations scale their operations.

He had responsibility for organisations in the housing and homelessness sector, and supported Glasgow Simon Community develop a strategy and business plan that enabled them to grow by 300%.

DIRECTOR OF ECONOMIC DEVELOPMENT - UNITY ENTERPRISE - 1997-99

At Unity Enterprise, Paul had responsibility for 3 social enterprises - a travel agency, a furniture factory and a cafe. These enterprises created employment opportunities for prison leavers and young disabled people.

He led teams that ran vocational training and rehabilitation programmes in both Barlinnie Prison and Cornton Vale Prison.

4. SOCIAL ENTERPRISE EXPERIENCE AND IMPACT

FOUNDER AND DIRECTOR OF THE KNOW=HOW COMPANY 1999-2003

Paul co-founded a unique management consultancy that specialised in bringing together the top talent from across the UK to work on time-bound partnership projects particularly around the issue of Disability Equality.

In 2001 he co-created ***The Equality Academy*** in partnership with Glasgow Centre for Inclusive Living, to support disabled graduates into management level jobs. This social enterprise has since placed over 500 disabled graduates into management level jobs in the housing, banking and government sectors.

In 2003, Paul was commissioned to develop a training programme for education staff to support the inclusion of disabled children in mainstream schools. He brought together the best talent from across the UK to write an online training programme called Disability Equality in Scottish Schools. This programme was delivered in 6 Scottish Local Authorities to over 24,000 education staff.

4. SOCIAL ENTERPRISE EXPERIENCE AND IMPACT

CO-FOUNDER AND CEO COMMUNITY RENEWAL GROUP 2003-2021

Paul helped grow Community Renewal from a start-up in 2003 to a £2.7million turnover by 2007.

Community Renewal Group has delivered over £30million in contracted services over a twenty-year period. It has supported around 5500 people into sustained work, has improved the wellbeing of over 4000 individuals and families, and supported 20 neighbourhoods to develop a vision and community support structure.

In 2015 Paul began working with Slovakian and Romanian Roma whom he trained in Community Development, and supported to create their own holistic support agency called *Rom Romeha (for Roma by Roma)*. This has resulted in a new generation of Roma finishing secondary school and progressing to college and university.

Paul's sister became a widow at 28 with no money to pay for a funeral, and this led Paul into years of research into funeral poverty. In 2017 Paul co-founded the UK's first social enterprise funeral company Caledonia Cremation and Funeral Aid, which has delivered close to 1000 affordable funerals in Scotland.

CEO CENTRESTAGE COMMUNITIES 2022-24

At Centrestage, Paul led the business development of four social enterprises: A Commercial Property Business, A Cafe Restaurant, A Performing Arts Academy and a Conference and Events Centre. Sales and profits increased by 22% in 2023/24.

5. AWARDS



**SOCIAL ENTERPRISE UK + SOCIAL
ENTERPRISE SCOTLAND AWARD WINNER
BEST NEW SOCIAL ENTERPRISE 2018 -
CALEDONIA CREMATION**

**SCOTTISH SOCIAL ENTERPRISE CHAMPION
2019-21**

in 2019 Paul's commitment to social entrepreneurship was recognised when he was honoured as the Social Enterprise Champion for Scotland.

**5. 2024 JOINED THE TEAM AT
FOCALPOINT INTERNATIONAL AS A
BUSINESS AND EXECUTIVE COACH AND
CONSULTANT**

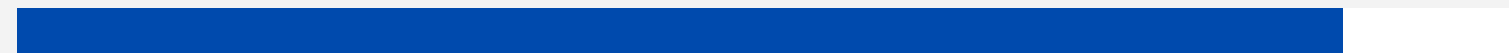
GLOBAL TEAM OF 300+ COACHES



HOLISTIC SUPPORT FOR ENTREPRENEURS



ACHIEVE WORK-LIFE BALANCE



**PROVEN BUSINESS DEVELOPMENT SYSTEM
- CLARIFY - GROW - LEAD**



6. WHAT PEOPLE SAY ABOUT WORKING WITH PAUL

“WORKING WITH PAUL HAS BEEN HIGHLY REWARDING. HIS SUPPORT AND INSIGHTS HAVE SIGNIFICANTLY CLARIFIED MY LEADERSHIP ROLE, ENHANCING MY FOCUS AND DELIBERATE ACTIONS ON A STRATEGIC, ORGANISATIONAL AND INDIVIDUAL LEVEL. PAUL’S HOLISTIC COACHING APPROACH, COMBINED WITH LEADERSHIP EXPERTISE, HAS REALLY CONTRIBUTED TO MY GROWTH AS A LEADER.”

TRICIA DONNELLY - CEO THE MUNGO FOUNDATION

“PAUL IS AN EXCELLENT LISTENER AND HAS SHOWN TO BE A VERY ASTUTE COACH. I ALWAYS LEAVE THE COACHING SESSIONS FEELING A LOT CLEARER AND LISTENED TO. PAUL HAS HELPED ME SHAPE AND DEVELOP SEVERAL DEVELOPMENT OPPORTUNITIES THAT I BROUGHT TO THE COACHING SESSIONS.”

PHILIP GERRARD - CEO DEAF ACTION

“HIS COACHING HAS HAD A HUGE IMPACT ON MY WORKING LIFE AND HELPED ME MANAGE STRESS BETTER. MY TEAM IS MUCH BETTER ENGAGED, AND WE HAVE SEEN A RISE IN PROFITS ACROSS THE COMPANY.”

RICHARD MCKEON, MANAGING DIRECTOR, TEXTILE COMPANY

“PAUL COACHED ME ON A RANGE OF ISSUES THAT HAD BEEN CAUSING ME CONCERN AND AFFECTING MY PROFESSIONAL PERFORMANCE AND PERSONAL LIFE. PAUL ADOPTS A FLEXIBLE APPROACH AND CALLED UPON A RANGE OF TOOLS AND TECHNIQUES WHICH QUICKLY HELPED ME FOCUS ON THE KEY ISSUES AND DEVELOP A STRATEGY FOR ADDRESSING THEM. I FOUND THE OPPORTUNITY TO TAKE TIME OUT OF THE DAY-TO-DAY PRESSURES TO REFLECT ON THE BIG PICTURE TO BE BOTH REFRESHING AND RE-INVIGORATING.”

ETIENNE D’ABOVILLE - FORMER CEO - GLASGOW CENTRE FOR INCLUSIVE LIVING

“I FOUND MY COACHING SESSIONS WITH PAUL INCREDIBLY BENEFICIAL. I HAD RECENTLY BEEN PROMOTED AND WANTED SOME SUPPORT TO GROW INTO MY NEW ROLE. PAUL WORKED WITH ME ON THREE LEVELS, - ME, MY ROLE, AND MY ORGANISATION. IT WAS THE WORK ON ME, WHO I AM AND WHAT MAKES ME TICK THAT I FOUND THE MOST REWARDING. DON’T GET ME WRONG, IT WAS CHALLENGING AND AT TIMES PRETTY TOUGH BUT I FEEL THE PERSONAL OUTCOMES ARE GOING TO BENEFIT ME FOR A LONG TIME TO COME.

LORRAINE ROUGHAN - DEPUTY GOVERNOR - SCOTTISH PRISON SERVICE



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LET'S START A CONVERSATION

I'm now dedicated to supporting social enterprise and charity leaders maximise their potential, work-life balance, sustainability and impact.

I would love to start a conversation on how we might share experiences and work together.....