


scout + circle

The female leadership consultancy

Creating authentic leaders and authentic organisations that amplify the potential of your people and enhance your profit



OUR MISSION

Scout + circle's mission is simple. We're here to get more women seen and heard in rooms where important decisions are made, while enabling them to do it in a way that works for them.

More female leaders + More authenticity =

Better performance.

Happier people.

Stronger bottom line.

FROM OUR FOUNDER

*"We all know that we need more women in leadership, now more than ever. It's the right thing. It's the profitable thing. But we've been so busy thinking about how to give women the skills to lead, we haven't been focusing enough on creating spaces where women **can** lead, in the ways that work for them.*

Allowing women to lead authentically within environments that embrace that authenticity is the key to building the organisations of the future."

Lauren Paton

When people can show up and lead authentically, employee engagement, performance, innovation, creativity and retention all improve.



Women need the guidance, coaching and support to build more confidence, get more visible, and step up into who they are as leaders.



Organisations need the support and strategy to create environments where women have the space and safety to lead as they are, not who they think they should be.

We take a multi-layered approach to optimising leadership in the workplace that focuses on authentic leadership and authentic environments. We support women with their confidence, their visibility and their impact in ways that allow them to be themselves. We help organisations create environments where everyone's uniqueness can shine.

ABOUT OUR FOUNDER

Lauren Paton is a speaker, consultant, strategy expert, coach, trainer, and a top 10 voice for gender equity. After 20 years working in strategic marketing roles across the globe, she knows the difference it can make to be in an environment where uniqueness is celebrated and supported when it comes to women progressing.

She started Scout + Circle to help women like her to become leaders in the way that's right for them. Lauren brings together her skills in strategy and diving deep, honed at international senior roles at Amazon, her communication and curiosity from 20+ years in brand and marketing, complemented with coaching, mentoring and her superpower of seeing how the unique power of individuals benefits the whole.



WORK WITH US

LEARN

Upskill and educate your people with a series of educational content, available as talks or interactive workshops.

Create a shared understanding, learn best practice and tools, improve communication, and increase confidence.

Signature talks:

- The Power of Being You
- Busting the Impostor Syndrome Myth
- Leading with Emotional Intelligence
- Get Comfortable with Being Visible (your way)

DEVELOP

Develop your people into confident, authentic leaders through group and 1:1 coaching, and mentoring.

We create programmes tailored to the needs of the individual/s and the organisation, to create environments built on trust and safety where communication, collaboration and kindness can thrive.

ELEVATE

A bespoke strategic consultation for businesses that are committed to improving their gender diversity, that want to get it right and make a change.

Includes:

- In-depth qualitative and quantitative review of the factors impacting women in leadership.
- Clear objectives and goal-setting.
- Bespoke strategic recommendation, tailored to your business and your people, to amplify the potential of your people and enhance your profit.
- A clear, manageable plan of action.

HOW WE DO THINGS

PATHFINDING

Whether it's a workshop or a deeper piece of work, we know it can be hard to know the right thing to do, we're here to show you the best path forward.

CURIOSITY

The best results come from understanding on a deeper level. We're rarely happy stopping at the first layer of information and are endlessly curious about finding out what's really happening with your organisation, your people and your culture.

EMPATHY

We know this stuff isn't easy. It can feel overwhelming, or even a bit scary in case it goes wrong. We also know you've got a lot going on. We're here to be your partner.

STRATEGY

Doing this right means doing it strategically. We look holistically at where you're at now, where you want to be, and how we get you there.

Case Study

BACKGROUND

A boutique investment firm were looking to provide employees with training on leadership skills and gender equality as part of their drive to create an environment for employees to thrive, and to attract more diverse talent into the business.

GOALS:

- Provide employees with the right skills for increasing inclusion of women across the business.
- Improve feeling of inclusion and visibility among women in the business.
- Further develop and practice leadership skills that crucial to inclusion
- Create a programme which achieve gender equality goals, while still attracting a large number of engaged participants.

"A great balance between theory and practical work"

"A complex topic made simple."

"I loved how interactive it was."

"I got tips and tricks to help further my understanding."

SOLUTION:

We first researched the challenges men and women in the organisation face when it comes to feeling included and visible, how these affect their ability to thrive and what might help them feel supported. We determined a need for more understanding and empathy, listening more effectively and creating space for multiple points of view. We recommended a hybrid strategy for leadership skills development, designed to support leaders with more empathetic and inclusive communication. . This approach combined a bespoke interactive workshop focusing on education and skills improvement, with small group coaching sessions to support employees through practising the new skills and learning from one another in a supportive and compassionate space.

RESULTS:

- Attendees feel more safe, included, heard, respected and valued at work.
- Attendees feel they know how to communicate more empathetically.
- Increase in active listening among attendees.
- Increased recognition of the importance of giving and receiving positive feedback.
- 90% would recommend the training.
- 100% requested further training.

OUR PREVIOUS PARTNERS



GET IN TOUCH

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