

Scott Coates

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Languages: English (native), Thai (conversational)
Nationality: Canadian



Profile

Scott has lived and worked in SE Asia since 1999, when he co-founded one of the region's most respected luxury travel companies. There, he led and designed adventures throughout the region and Nepal before selling out of the business in 2013 to try his hand at other pursuits. A skilled training and leadership professional, he's interested in setting and executing Human Resource strategy coupled with people development programs, to grow strong-functioning teams.

Experience

EXO Travel/Director of People Development, Bangkok

Aug 2016 – present

- Responsible for setting and executing Human Resource and People Development strategy across organization
- Designing and delivering leadership/training programs for EXO's 870 team members at 26 offices in 10 countries
- Guide succession and career planning with a team of 11 HR professionals in regional offices

Malaysia Canada Business Council/Executive Director, Kuala Lumpur

March 2014 – July 2015

Head of organization, liaising with membership, government bodies, ensuring healthy growth and presence.

- Grew membership by 40% and fostered relations with current members
- Liaised with the Canadian High Commission in Malaysia and other regional government bodies
- Partook in monthly Board of Governor meetings

Smiling Albino, Director/Co-Founder, Bangkok

Sept 1999 – March 2013

Co-founded a highly customized, luxury tour company, offering travel experiences in SE Asia and Nepal.

- Sourced, fostered and maintained an international network of suppliers in six Asian countries
- Designed more than 100 original trips for guests and public relations initiatives
- Personally led hundreds of guests on tours in Thailand, Cambodia, Vietnam and Nepal
- Sourced and trained in-office and field staff, growing our team from 2 to 80 persons
- Created training programs, manuals, and KPI schedules for employees
- Formed and nurtured business partnerships with tour companies in North America, Europe and Asia
- Conceived marketing plans, wrote press releases, and personally delivered them around the world
- Generated media coverage in leading international magazines, appearing on television and radio shows
- Designed and administered seven Corporate Social Responsibility (CSR) initiatives in three Asian countries

ASCENT Management Training and Consulting, Bangkok

2004 - 2016

Consult as a Team Building Facilitator, leading experiences for global companies.

- Worked with Fortune 500 companies such as Johnson & Johnson, Unilever, HSBC, BP and AstraZeneca
- Facilitated programs for groups of 5-500 participants, ranging from 3-hours to 3-days in length
- Coached corporate teams in outdoor and boardroom, team building exercises

Guest Lecturer/Speaker/Emcee, Canada/Thailand

2004 - present

Lectures at universities in Canada and Thailand, guest speaker at business functions, and emcee at corporate events.

- Guest Lecturer at various universities presenting: *“How to get a tourism business off the ground”*, *“Creating innovative tourism products and remaining ahead of the curve”*, *“Guerilla marketing skills to grow your business”*, *“Innovation in Thai tourism”*, and *“Building a business while building communities”*

Education/Training

CTI, Singapore

Co-Active Coaching Fundamentals

May 2014

East-West Center at the University of Hawaii, Honolulu, USA

Fellow, Asia Pacific Leadership Program

Aug 2011 - May 2012

Mount Royal University, Calgary, Canada

Bachelor of Applied Communications (Journalism)

Sept 1995 - May 1999

Southern Alberta Institute of Technology, Calgary, Canada

Diploma, Cinema Television Stage and Radio Arts (Radio)

Sept 1991 - May 1993

Awards/Achievements

Awarded Fellowship by the US Government to attend the *Asia Pacific Leadership Program* (Honolulu, USA), 2011-12

Received the *2004 Provincial Award Celebrating Excellence*, from the Alberta Association of Colleges and Technical Institutes, awarded bi-annually to an Albertan who has used their post-secondary education to grow a career while benefitting the global community. Financial award used to establish the *Scott Coates – Smiling Albino Scholarship*, 2004

Conceived, developed and managed seven Community Development Projects in Thailand, Cambodia and Nepal, 2000-13

Authored articles for international magazines, newspapers, websites and guidebooks, 1999-present

Cycled from Lhasa, Tibet to Mount Everest Base Camp and onwards to Kathmandu, Nepal, 2008

Interests/Memberships

Co-Host, www.TalkTravelAsia.com (travel podcast), 2014-present

Board Member & Advisor to the Thai Canadian Chamber of Commerce, 2012-13

Founder, Bangkok chapter of PechaKucha, creative presentation organization, 2012-13

Writing, photography, global affairs, mountain biking, hiking, motorcycling, golf, tennis, jogging and travel

References

Upon Request