



MATHILDE POIRIEUX

Mathilde is a senior accredited coach, with a solid corporate background. She coaches executives, entrepreneurs, and teams with strength-based approaches, and creates space for deep sustainable change.

She has lived in Hong Kong since 2010 and enjoys experiencing Asia with her family. She loves learning, friendship, choir singing, and hiking in nature.

TESTIMONIALS

"I was very impressed by the deep coaching approach Mathilde adopted with me, and by the quality of her listening. I think you could insist more on the fact that people can achieve a lot in just a few sessions!"

- LEADER, SOCIAL IMPACT

"Mathilde's open approach allowed me to better understand my strengths and blocks. Her coaching was delicate yet impactful, and I appreciated her active listening. After the coaching, I felt strong and ready for my role transition, with a confident feeling 'I got this'."

- LUXURY RETAIL EXECUTIVE

"Mathilde created a safe place for an ever-evolving conversation with myself, where I found answers and created my own tools with confidence, creativity, and serenity. I strongly recommend Mathilde's transformational coaching for deep change; she will be a huge accelerator to enrich your experiences."

- MARKETING LEADER

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Accredited Organisational Coach, Deep Transformational Coach and Team Coach ▪ Accredited Coach Supervisor ▪ Education: Masters (Adult Pedagogy, Literature) ▪ Volunteer Leadership: President of ICF Hong Kong Chapter

DIAGNOSTICS

MBTI ▪ The Culture Mastery (GlobeSmart) ▪ GLWS

COACHING EXPERIENCE

Mathilde has partnered with executives and entrepreneurs in a broad range of industries, including banking, luxury, professional services, retail, and environmental, social and governance (ESG), in both Europe and Asia for 10+ years. She coaches individuals and teams and supervises coaches.

COACHING STYLE AND APPROACH

Mathilde is warm, deep, and insightful. Her coaching approach combines systemic, strengths-based, and narrative elements. She enables counterparts to develop deep thinking and align their leadership style with their identity. Clients report higher awareness of their leadership style, higher confidence, and a greater positive energy. Her clients have actioned meaningful changes in their professional lives, feel more aligned with themselves and achieve a fruitful, sustained and inspiring sense of achievement.

BUSINESS EXPERIENCE

Mathilde has a background as a Talent Development leader within global organisations, in competitive and complex matrix environments (e.g., EY, Alstom). For 15 years she led talent programs in Europe and the Asia Pacific, delivering coaching and leadership training. She learnt to navigate the complexity of fast-paced organisations, to lead international teams and is experienced leading through major organisational change (e.g., company merger; regional growth/globalization).

AREAS OF EXPERTISE

- Authentic Leadership
 - Executive presence, Leadership style crafting
 - Vision, meaning and purpose
- Career Growth
 - Transitions (before and through it)
 - Ground reflection to reshape career
 - High potential development
- Sustainability of Self
 - Deep self-awareness, identity as a leader, alignment
 - Self-management, grounding, behavioural change
- Team leadership
 - Team collaboration/ team and group coaching
 - Intercultural collaboration

PREVIOUS ENGAGEMENTS

- Regional Marketing Director, Luxury - supported the executive with leadership transition by developing their ability to manage complexity, to read situations and adapt, and to craft an inspiring vision and share this with clarity and authentic leadership.
- Country Leader, Fashion - coaching focused on authentic leadership and people engagement to assist in the journey from a working culture of blame and individual focus, to achieving a "Great Place to Work" award for their unit.
- ESG Leader, Finance - coached the leader to regain confidence and sense of achievement by clarifying strengths and impact within the organisation, and to successfully shift from a sense of burn-out to strong self-driven motivation, a balanced life, and more impactful presence.
- CEO and Founder, Textile - supported the leader of a fast-growing business, transitioning from an entrepreneur to leader role, renewing their motivation and sense of purpose, and assisting with management of growth.
- Regional leader, Banking – assisted to reshape leader's vision, to help them make informed and clear career decisions, with drive and purpose.

LANGUAGES

English ▪ French