



MARIANNE DUPUIS

Marianne partners with senior executives in a refreshing way and has a wealth of experience doing this, having coached 700+ leaders across the globe over the past 10 years. Her aim is to support leaders with their ability to deliver sustainable results.

Marianne is passionate about acapella singing, enjoying the beauty that teams can create beyond cultures and languages. Blessed with four kids, she enjoys travelling for joyful family reunions.

TESTIMONIALS

"Marianne has been really helpful. I wish I had known all these leadership best practices 15 years ago, as I could have retained so much talent. Now, people enjoy working with me, they come with ideas, and I do not have to push anymore for them to take initiative. When I ask for something, they do it straight away and sometimes I am the only person they really follow. I'm so much happier at work now! And with my kids too!"

- GENERAL MANAGER, ENERGY DISTRIBUTION

"Marianne's coaching was undeniably very meaningful. The team and I can sense how powerful she is as a coach in her approach in touching each and every one of us in terms of understanding our deepest fears and bringing us to face the demons with courage."

- PRODUCT MANAGER, PHARMACEUTICAL

QUALIFICATIONS & ASSOCIATIONS

Professional Certified Coach (PCC), ICF ▪ Professional Coach Certificate, Institute of Applied Neurosciences ▪ Certificate IV in Business Coaching, The Open Door Coaching ▪ Diploma in Coaching Supervision, The Coaching Supervision Academy ▪ Masters Degree in Business, Skema Business School ▪ Team Coaching Certification & Advanced Team Coaching Certification

Memberships: EMCC, Association of Coaching Supervisors and Mentors, ICF

COACHING EXPERIENCE

Marianne works with C-suite to mid-level leaders, many of whom manage multiple teams facing critical issues, and who may be divided geographically, and therefore require support with the transition of their own leadership style, support to affect their team's performance, as well as support to effect change within the entire organisation.

COACHING STYLE AND APPROACH

Marianne draws from a wide range of styles and techniques in her coaching, including emotional intelligence and neurolinguistic techniques, strengths-based coaching, creativity, and art techniques. From these, she builds a tailored approach for her counterpart, picking the technique best suited to support them to reach their objectives, as well as assisting them to grow and build resilience. Serving the leader's best interests, she dares to challenge with a pinch or irreverence when needed, always in a caring way.

BUSINESS EXPERIENCE

Having worked at Ajinomoto in Tokyo, then Andersen/Ernst & Young and PricewaterhouseCoopers in Luxembourg, Marianne has led multi-cultural teams, and developed excellent critical and analytical skills. She worked for 10 years at the Central Bank of Luxembourg, holding key responsibilities in project management, audit, financial and operational risk management, as well as in large-scale crisis prevention.

AREAS OF EXPERTISE

- Wholistic coaching bringing efficiency, purpose, and resilience to leaders
- Transitional coaching to embrace a new role or a new career in leading across cultures
- Developmental coaching for leaders eager to get sustainable results whilst maintaining their 'humanity', in a virtual context with limited interaction
- Coaching on communication styles for enhanced team collaboration, influencing key stakeholder decision making, and own reputational management

PREVIOUS ENGAGEMENTS

- Executive Director, Energy – successfully coaching potential next CEO candidate on enhancing communication to support perception of them as a suitable and trustworthy fit for the role.
- Diplomat, International Affairs – coaching helped the leader to find their own leadership style in a toxic culture. Leader successfully helped to improve and shape the culture of the whole organization, leading to a promotion.
- Manager, Telecommunications – coaching helped the leader recently promoted to a bigger role with teams in different locations, to successfully overcome their fear, build resilience and motivation, enhance delegation and communication skills, and promote self-care.
- Vice-president, Banking – coaching helped the leader in a new geography/cultural environment facing negative feedback, to anchor back to key values and purpose, work cross-culturally and build understanding and resilience.

LANGUAGES

English ▪ French