



# Marie-Caroline Schwering

## Consultancy and Coaching experience

Marie-Caroline coaches executives and high potentials across a range of industries both multinational and international. Her focus is on personal and professional growth. Her approach looks at taking the coaching client out of his/her comfort zone, usually their intellectual competence, into the area of emotional intelligence, allowing him/her to enhance their awareness of self and their impact on others. Marie-Caroline provides a space for the individual to experience and learn to deal with their emotions in order to add this component to their range of competencies. Emotions become a strength rather than a weakness or threat. Her coaching is based upon mutual trust, commitment, action and results. Marie-Caroline shows a deep respect for the individual as a whole person and their situation.

Marie-Caroline brings to her work a bi-cultural heritage (French and German) and a broad experience of multicultural backgrounds. She coaches primarily in English, French, German, Dutch, Italian and can also coach in Spanish.

## Line management experience

Prior to setting up her own business as an Executive Coach, Marie-Caroline worked 14 years for multinational corporations in the area of human resources management. She served as a Human Resources manager for Belgium, Austria and Eastern Europe with Schlumberger, a multinational company in the oilfield services business and moved over to PwC Consulting (now IBM Business Consulting Services), where she served as a change management consultant. She focused on project communication, organisation design, human resources processes and training and worked on projects located throughout Europe.

## Background

Marie-Caroline is a Certified Professional Co-Active Coach (CPCC) from The Coaches Training Institute (CTI, USA) and a supervisor for coaches in the certification process with the same institute. She is also a Certified Professional Coach (PCC) from the International Coach Federation (ICF, USA).

Marie-Caroline holds a Master's Degree in Applied Economics (Specialisation International Trade Financing) from the University Paris XII – France.