



## **Marianne Trottier**

### **Consultancy and Coaching experience**

Before achieving her coaching- and training certificate in 2003 Marianne spend over 15 years in sales & marketing management-functions of service-providing companies, mostly based in Berlin, working throughout Europe and the US.

Since 2004 Marianne established her consultancy business and since then she coaches managers and leaders in different industries.

Her attention for the leadership role is concentrated on authentic, individual personality and professional communication such as feedback-culture, active listening and asking the right questions. These keys open the doors to create a confident, appreciative and open-minded work environment, that is completely about to develop individual potential, action, responsibility and shared goals.

Marianne has consulted in her specialty field of service industry (Conventions Center Hannover, Berlin Tourism Marketing, Kuoni Business Travel, MCI, a.o.), but also in an array of internationally competitive IT (Lenze, Miebach Logistics), consumer products (Unilever) , finance (KfW, Banking), publishing (Cornelsen), oil (PCK) and engineering (Bombardier) domains, as well as law firms, social and public services.

Marianne also facilitates and conducts trainings and workshops for HR-development-academies such as Demos Europäische Wirtschaftsakademie and Deutsche Gesellschaft für Personalführung, mostly in leadership and communication-skills, change-management, conflict management, moderation and presentation, work-life-balance and self-management.

### **Line management experience**

During her almost 10 years of employment in Estrel Hotel & Convention Center in the role of the Director Sales & Marketing, Marianne managed the functional department and -team of 15 people, set up and developed the international distribution- and marketing-strategy for promotion and company growth.

### **Background**

Marianne works in association with SWAN and is related to an international network for executive business coaching and leadership development.

Marianne has a master degree in Communication and Marketing from university and certificates in systemic coaching, training and organizational development and consultancy.

She works with methods, models and theory-background from solution-oriented counselling, organizational development and change management, communication psychology, NLP, Gestalt, as well as various models used to profile social and leadership skills.