

**'Leaders are made in the course of their experience' is Graziosa's approach to leadership development and executive coaching. She has worked for over fifteen years as an international leadership consultant and executive coach in Europe, Americas and Asia.**

**Her proven track record includes organizational culture change projects in both public and private sectors, the development of systematic talent management systems in cross-cultural settings and working with high-performance teams. Graziosa's strong believe in the individual potential of every leader and her ability to build trust is the principle foundation in her coaching. Her focus on achieving tangible results and improving performance together with her strong social skills form an excellent basis for achieving business results.**

**Clients appreciate Graziosa's result focused approach, her sharp analytical skills and her ability to adapt to her clients needs.**



### Professional Experience

Graziosa brings along more than two decades of experience in executive coaching and managing businesses. She has worked with CEO's, executives, management teams and high potentials from a wide range of industries from various backgrounds and cultures. She also has been assessing and coaching top athletes and high potential and high performance teams. The variety of organizations she supported include DHL, Novartis, Buhler Group, Schindler, Juvena, Stadler Rail, Swiss Army, Pontifical Swiss Guard and various governmental and public organizations.

The scope of typical coaching engagements vary from boosting creativity to develop and implement strategic initiatives, supporting organizational and cultural change processes and improving leadership effectiveness. Leaders appreciate Graziosa as a demanding sparring partner combining a critical perspective with strong empathy. She is very focused on measurable results and stays determined, sharp and adamant as a coach. Throughout that process she always partners with her leaders to support their development. Her strong analytical skills combined with creative and unconventional approaches make her a resourceful problem solver for organizations.

As part of her coaching and leadership development practice Graziosa frequently speaks at various conferences and large corporate leadership events.

Prior to her consulting and executive coaching career Graziosa was Managing Director of the School for Business and Computer Sciences of Migros, Switzerland and had executive positions in IT, healthcare and consulting companies.

### Qualifications & Accreditations

Graziosa studied Sociology, Economics and Informatics at the University of Zurich which was her springboard into the world of private enterprise. She holds several internationally recognized certifications and diplomas such as:

- Marshall Goldsmith Stakeholder Centered Coaching
- Team Stakeholder Centered Coaching by Marshall Goldsmith
- Diploma in Leadership from the Women's Leadership Association, Zurich
- Other professional accreditations include: Mayer-Salovey-Caruso Emotional Intelligence Test (MSCEIT); Golden Profiler of Personality (GPOP); LSI, Leadership Judgment Indicator; 360 degree tools; Neuronal Meta-competencies and many more.

*"Graziosa and her team have helped effectively to build up my new management team and improve and increase its performance by carefully assessing and combining the individual's strengths. She has been an outstanding trustful and insightful coach in developing the management team. With her critical perspective and the necessary support we could develop each individual performance as well as the team performance from an operational and strategic perspective to the next level of the s-curve!"*

***Markus Sauerbruch, EVP Division Switzerland, Stadler Rail AG, CEO Stadler Altenrhein AG***

