



Some client references :

Saint Gobain, Spie, L'Oréal, Lexmark Intl, Nestlé Waters, Saipem SA, Vivendi, Campbell's, Coca Cola, Mondelez Intl, Total, EDF, Grant Thornton, PWC, LVMH, Schlumberger, Vaillant Group, ENI Canal +

« Working with Andra was a very pleasant experience - dynamic, enthusiastic, fun, yet quite demanding and challenging. She is a coach that has a subtle understanding of complex corporate situations. Thanks to her finely tuned listening, her intuition and her deep empathy, she can perceive and help explore the implicit needs of her client (...) »
M.A.HR Director, Global FMCG group

Andra Morosi is a seasoned executive coach and consultant working mainly in global corporate environments. For over 20 years she has accompanied senior executives and their teams through complex transition processes involving the convergence between intercultural, interfunctional and interpersonal dimensions.

She is perceived as a powerful change catalyst aiming to raise awareness of different professional models, leadership styles, thinking patterns and work practices in an international marketplace, leverage differences and capitalize on human potential and cultural diversity.

Scope of work

- support organizations, teams and individuals improve their performance and build on collective intelligence
- enhance potential in people through empowerment, motivation and commitment
- help leverage organizational, cultural and behavioral evolutions

Executive coaching: typical client requests

- Executive presence and leadership branding
- Enhanced interpersonal skills, impact and influence
- On-boarding and succeeding the first 100 days
- International positioning and new cultural sensitivities
- Implementation of strategic goals
- Career development, succession planning, outplacement
- Expatriation / return from expatriation
- Personal effectiveness and professional alignment

Team coaching: typical client requests

- Enhanced global collaboration, cross-functional effectiveness, virtual team dynamics
- Joint excellence programs for international teams
- Alignment on values, behaviors, actions and outcomes
- Team motivation, performance and business acumen

Coaching qualifications

- PCC - Professional Certified Coach, International Coach Federation
- Organizations and Relationship Systems Coach, CRR – Team coaching
- Marshall Goldsmith Stakeholder Centred Accredited Coach
- Co-active coach, CTI, Coaches Training Institute
- Coaching & Modeling, NLP, certified by Robert Dilts and Judith DeLozier
- Master Practitioner in NLP Neuro-Linguistic Programming, Ian MacDermott, ITS London

Other qualifications and tools

Clean language, Transactional Analysis, Non-Violent Communication, Appreciative Inquiry, Process Communication, World Café & Open Forum

Certified **ESCI Emotional and Social Competencies Indicator 360 – Hay Group, TMS (Team Management Systems), Insights Discovery, The International Profiler, ITTI – International Team Trust Indicator, VPA – Virtual Performance Assessment, GLOF Global Leader of the Future 360 feedback.**

DESS – Post-Graduate Diploma in Conference Interpreting, ESIT, Paris

B.A.(Hons) French / International Relations, Victoria University of Wellington, NZ

Professional commitment

Former Head of Communication and board member of ICF France (International Coach Federation) and active member of ICF Global.

SIETAR (Society of Intercultural Education, Training and Research) member.

Key attributes:

High level of energy and client commitment, systemic cross-functional approach, pragmatic and solution oriented, emotional intelligence, ethical conduct, firm belief in individual potential, seasoned with warmth, generosity and a sense of humour.

Andra coaches in **English and French**, face to face or remotely via phone or webex.

