



TANYA FAUDE-KOIVISTO

PhD, MA, BA

OVERVIEW

Tanya began her coaching career nearly 20 years ago as an internal coach and consultant focused on leadership development and communication within a European electronic manufacturing company. Driven to understand the scientific and theoretical underpinnings of human development, Tanya spent several years in academia researching the cognitive and emotional processes involved in goal setting, implementation and planning. While earning her MA and PhD, Tanya led interdisciplinary and international research teams and in 2006 she supported a major structural change as an internal executive coach and consultant at Swisscom, Switzerland's leading telecom provider. Since then, Tanya has worked as an external executive coach and organisational development consultant, serving individuals and teams in multinational organisations in the USA, Europe, Asia, and South Africa. She is also a faculty member at Columbia University's Executive Coaching Program, The Gestalt Center for Organization and Systems Development, and The Institute for Self-Management and Motivation in Zurich.

Tanya has coached leaders and teams in electronics, finance, automobile manufacturing, solar energy, telecommunications, education, health care, and fashion design. As executive coach and consultant, she supports leaders and leadership teams to stretch beyond their habitual thinking, relating, and problem solving patterns to achieve results that have the intended impact. She tailors a hands-on, holistic approach to each individual and organisation. Gestalt principles, intercultural dynamics, systems thinking, psychology, and neuroscience are factors that influence her work. Her clients look to her to provide a mix of theoretical knowledge, pragmatism, openness and a good sense of humour.

Tanya's international experience and perspective comes from having lived in Germany, France, Spain, Switzerland, the US East and West Coast, and having worked in a global setting for 20 years. She holds dual US-German citizenship and speaks German, English, French and intermediate Spanish.

REPRESENTATIVE ASSIGNMENTS

Executive Vice President (High-end Fashion/ Retail). Coached client on building more constructive relationships across the company and changing his leadership style from being perceived as abrasive and dismissive to inspirational and supportive. After one year his team went from being deflated to inspired and high-performing despite ongoing major changes in the organisation.

Vice President and Counsel (Wealth Management). Coached client to successfully support the transition into his new role away from being a subject-matter expert to focusing on strategic business-wide initiatives and development of several teams that report to him. Supported him to lead stronger from the front and to

develop relationships within the new office at a faster pace than his highly-introverted personality style would have lead him to.

Chief Executive Team (International Clean Energy Developer). Partnered with this team six months into the organisation's existence as a start-up. Continued coaching them through a management buy-out to become a multi-billion dollar business now recognised as one of the world's largest solar project developers. Engagement focused on aligning the new chief executive team behind strategic goals and timelines and supporting open communication and transparency between the three team members.

Chief Executive Officer (International Electronics Manufacturer). Coached a Chinese CEO heading the manufacturing plant for a firm based in Europe. Focused on executive presence, influencing, intercultural competence, and communication skills while navigating a difficult and charged relationship with the European President and Europe-based CEO.

PROFESSIONAL QUALIFICATIONS

PhD, Social Psychology. New York University and University of Konstanz, Germany.

MA, Counseling Psychology. Ludwig-Maximilian University, Munich and Harvard University.

BA, Business Management. Ludwig-Maximilian University, Munich.

Post-Graduate Education:

- Columbia University Coaching Certification Program, New York.
- Organisation and Development Program; International Coaching Program; Working with Groups Advanced Program. Gestalt, Cleveland.
- Coach Training Institute, San Francisco.
- Organisation for Relationship and Systems Coaching, San Francisco.
- Ackerman Institute for the Family, New York; Training as Family and Couple Therapist

Faculty Positions

- Columbia University Coaching Certification Program, New York.
- Gestalt Organisation and Systems Development Center, Cleveland.
- Institute for Self-Management and Motivation, Switzerland; associated with University of Zurich, Switzerland.

Certificates

- Professional Certified Coach by International Coaching Federation.
- Hogan Leadership Assessment Inventory.
- Intercultural Development Indicator.
- Neethling Brain Instrument (Whole Brain Thinking).
- Zurich Resource Model; provided by University of Zurich, Switzerland International perspective.