

# SABINE GROMER

PEOPLE GROWTH, TALENT MANAGEMENT AND SUCCESSFUL  
CULTURE CHANGE IMPLEMENTATION ARE MY PASSION.

## MANAGEMENT & LEADERSHIP

- Insight into all management tiers
- Building high performing teams
- Influencing
- Presenting & communicating strong coaching skills
- Vision: design, adaption & communication

## CHANGE MANAGEMENT

- Strong change leader
- Lean & agile thinking
- Inspiring change without authority
- Building robust relationships
- Fast diagnostic skills
- Deep knowledge in culture change
- Operating in a matrix

## PROJECT LEAD, PROCESS & EFFICIENCY

- Strategic planning & growth focus
- Strong analytical mindset & ability
- Facilitating for tangible results
- Creativity & problem solving approach
- Building ONE team:
  - working across silos/ practice
  - creating purpose & joint meaning

## EDUCATION & SKILLS

Language skills: German (native), English (fluent), French (basic)  
Locations worked in: London, NY, Paris, Hong Kong, Tokyo, Germany  
Other skills: leadership courses, Stern: analytical certification

07/2020	Graduation Trainer for innovative trainings (ISO-IEC 17024	Stuttgart, Germany
05/2018	Graduation Change Leadership, Columbia University	United States
07/2015	Trainer grade: 3 year coaching / NLPK	Munich, Germany
10/2012	Graduation Master of Arts in Advanced Management	Goettingen, Germany
03/2007	Diploma in Business Administration, Major: Economics	Stuttgart, Germany
06/2001	Degree as a Certified Bank Clerk	Stuttgart, Germany

## WORK EXPERIENCE

Dec 19 – date	Independent Coach and Consultant at MagnoliaTree
Jan 17 – Sep 18 <u>Position:</u>	S&P Global Ratings, London Managing Director, Global Head of Organizational Effectiveness Leading a holistic approach to enhance and maximize organization effectiveness by designing and executing a talent roadmap that enables people to learn skills to be successful, today & tomorrow. Plan and deliver on location- and workforce strategy and rebuild management capabilities across the Chief Operating Office reporting to our Chief Operating Officer and Vice President Human Resources.
Jul 14 – Dec 16 <u>Position:</u>	Standard & Poor's (various locations in APAC, EMEA, US) Senior Director, Lean Coach, Lean Management Built strong skills in leading without authority, coaching, responding to talent needs, morale drivers and opportunities (quick wins & longer term) on all levels of the Rating's organisation, especially analytical & operations teams.
Jul 12 – Jul 14 <u>Position:</u>	Standard & Poor's, London Senior Director, Analytical Manager, Oil & Gas EMEA First-hand experience in managing with authority, leading team turnarounds, creating a coaching culture to increase team performance, managing remotely, working across silos.
Oct 07 – Jun 12 <u>Position:</u>	Standard & Poor's, London/New York Deputy Team Leader, Director, Rating Analyst Bringing strong analytical mindset and proven versatile ability acquire and adopt new knowledge fast.
Sept 99 – Sept 07 <u>Position:</u>	Bayerische Landesbank – London / Munich / New York Corporate Credit Analyst