



SABINE GROMER

PEOPLE GROWTH, LIFTING POTENTIAL AND TRANSFORMATIVE CHANGE LEADERSHIP ARE MY PASSION.

MANAGEMENT AND LEADERSHIP

- Lived experience at all leadership tiers
- previously Executive, Managing Director, Global Head of Organisation Effectiveness S&P Global Ratings
- Strategy & Vision: design, adaption & communication
- CXO & Top Team strategy & leadership consulting (globally, across various sectors and industries)
- Keynotes, public speaking & MC
- Affiliations: TED, LeadersQuest

CHANGE LEADERSHIP

- Highly experienced change leader.
- Inspiring dignified change
- Quick diagnostic skills
- Deep knowledge in culture change and transformation
- Operating in a matrix

DIVERSITY, EQUITY, INCLUSION

- D, E & I Consultant & Coach (Top Team - organisation wide)
- Facilitating immersive experiences
- Raise Self-Awareness
- Deliver interventions beyond judgement, guilt, victimhood

PROJECT LEAD, PROCESS & EFFICIENCY

- Trained Lean Coach
- 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

GLOBAL & LIFE-LONG LEARNER

- Language skills: German (native), English (fluent), French (basic)
- Locations worked in: London, NY, Paris, Hong Kong, Tokyo, Germany
- ongoing learning

EDUCATION - HIGHLIGHTS

ONGOING	VIENNA	Master in Psychotherapy
2022	WIESBADEN	Gestalt Consultant, 3 yr training
2021	HEIDELBERG	Therapeutic family constellation, 3 yr training
2021	LONDON	Gallup StrengthsFinder Coach Accreditation
2021	GERMANY	Human Synergistics Culture & Leadership Impact Accreditation
2020	HAMBURG	Facilitator for Innovative Trainings (ISO-IEC 17024), 1 yr training
2020	GERMANY	Trainer for Innovative Blended&Digital Learning 6 months training
2018	USA	M.A. Change Leadership, Columbia University, NY
2015	MUNICH	Trainer-Grade NLPk, 3 yr training
2012	GÖTTINGEN	M.A. in Advanced Management Major: System-Thinking & Leadership
2007	STUTTGART	Diploma in Business Administration Major: Economics
2001	GERMANY	Degree as a Certified Bank Clerk

LIVED EXPERIENCE

Dec 19–date	MAGNOLIATREE, 7+Staff VIENNA
Position	Founder, Coach and Consultant. WWW.MAGNOLIATREE.ORG
JAN 17–SEP 18	S&P GLOBAL RATINGS, ORG-WIDE, LONDON
Position	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. Leading an organisation of 800+ staff. Plan and deliver on location- and workforce strategy and rebuild management capabilities across the organisation. Reporting to the Chief Operating Officer.
JUL 14–DEC 16	S&P, ORG-WIDE (VARIOUS LOCATIONS IN APAC, EMEA, US)
Position	Senior Director, Lean Coach, Lean Management Lead transformation teams globally. 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	S&P, 40 ANALYTICAL STAFF, LONDON
Position	Senior Director, Analytical Manager, Head of 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	S&P, 15 ANALYTICAL STAFF, LONDON & NEW YORK
Position	Deputy Team Leader, Director, Rating Analyst Bringing strong analytical mindset and proven versatile ability acquire and adopt new knowledge fast.
SEP 99–SEP 07	BAYERISCHE LANDESBANK, LONDON, MUNICH, NEW YORK
Position	Corporate Credit Analyst

SABINE GROMER

REFERENCES

Strategic consultant and pathfinder for numerous executive boards and C-suite teams of national and international corporations, banks, insurers, strategy consultants.

Advisor on the topics of strategy development and visionary leadership for a bank preparing to IPO (CEO, top team, top 12 HiPo division leaders).

Conception, Design and Lead-Facilitation of a pan-European TippingPoint movement program for a global strategy consulting firm (focus: DE&I).

Culture Change Advisory, Journey & Intervention Design with a number of large-scale clients (i.e. in financial services, pharmaceuticals and trade).

Coaching of a top management team in individual and group settings with a focus on dignified leadership for an international pharmaceutical company.

Set-up and execution of team development processes in management teams for a cosmetics company.

1:1 coaching 1-4 day retreats (multiple days) for several top-level executives

OUTREACH & VISIBILITY

- Founder of the MagnoliaTree Academy, a place of learning and growth. It provides support and development of ethical leadership for young leaders and leaders within NPOs.
- Keynotes on various topics for company-wide events, i.e. Bayer, PwC, S&P Global, Wetherby School.
- Whetherby Prep School for Boys, London, six month Club for 15 exceptional students on ethical leadership and designing an ethical life.
- Founder of Ignite Dignity, a non-profit organization that strives to find a new all-encompassing definition and restructuring of the term dignity and to integrate dignity into all areas of our lives.
- Founder of FR__RAUM, a space for women and freedom in Vienna, Austria, where women nourish, support and grow together.
- Member of the Next Generation Board of FRED Leadership,
- Advisory Board FEIA Ministry of Environment AT (sustainable green-field & start-up investment)
- Columnist for the women's business magazine ShEconomy (print and online)
- Member of Tavistock Institute, TED Host, TEDx Speaker, LeadersQuest, Global Optimism Member
- Team Member of the Humanistic Management Network, Chapter Lead Austria



CORE TOPICS

DIGNITY

I see it as my life task to contribute to the topic of dignity. The focus of my work is to foster a dignified treatment of our planet, all its resources. Increase dignity as a core value in organisations, and the life of others and one's self.

ORGANIZATION CHANGE

Can be highly effective. It is done by anchoring change efforts in digits. The secret of success for organization-wide transformation is understanding the forces and power dynamics such as homeostasis in systems and using them.

DIVERSITY, EQUITY & INCLUSION

A strong corporate culture that invests in diversity and inclusion creates major competitive advantages for a business. The existence of a diverse and inclusive workplace culture is one of a company's best catalysts for fully realizing potential, expanding the talent pipeline, and enhancing the brand and its image.

COACHING & DEVELOPMENT

The clear and primary goal of my coaching sessions is a significant improvement in the quality of life of my clients – professionally and personally. During the coaching process I focus on what keeps them awake, busy, hindered and stressed in today's world. Kind honesty and eye-to-eye level rapport are key.

CRISIS LEADERSHIP

I know how to deal with crises and provide the necessary foundation to overcome difficult events. I strengthen clients to see abundance and opportunity while building inner stability and trust in their organizations.