

Marisa Vara

Profil M Project Partner

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Languages
Spanish, English

www.profil-m.de

PROFIL M

Value people not for what they have achieved, but for what they have overcome to get there

A psychologist by training, I have developed my expertise in human relations, leadership and talent development. Used to working in multi-cultural environments and coming from the HR world for over 10 years, I started my coaching practice in 2003 and have been working as a consultant in different regions and industries in Europe, Middle East, APAC and LATAM for more than 12 years.

I have worked with many leaders, training and coaching them on situations like starting a new role, managing conflict, defining career steps, and developing relationships with multiple systems. As a team coach, I help teams define a common horizon, aligned around shared goals and identity. Many clients appreciate the balance I bring between logic and emotion, knowledge and intuition, reflection and action in my work. This combination allows them to perceive their qualities and limitations with much greater clarity and to expand their range of strategies to cope with change with greater confidence and impact in a complex world.

My expertise for you

- Design and delivery of development programs and training courses for leaders and teams
- Facilitation of workshops and strategic conversations
- Individual and team coaching processes for executives
- Supporting cultural change & transformation
- Well-being & stress management for leaders
- Developing collaboration & relational intelligence in teams

Special skills

- BA, Psychology, UAM Spain
- Advanced Diploma Coaching & Mentoring, Oxford B University, UK
- PCC by ICF (since 2011)
- Certified Lego Serious Play.
- Master Practitioner Hallos TRIADS, Relational Intelligence.
- Certified Systemic Leadership & Team Coaching, Francisco de Vitoria University, Spain.
- Somatic Coaching, Coaches Rising, Netherlands.
- Warm Data Lab Facilitator, International Bateson Institute, Sweden.

Selected customers

- Amadeus IT Group
- CEPSA
- Accenture
- Iberdrola
- Thales Alenia Space
- AIRBUS
- SANOFI
- Banco Santander
- RedBull
- AXA
- Several SMEs across Europe (UK, Netherlands, Spain, France)

Selected publications

- Blog entries in The Human Side web
- Conocimiento y Capital Humano magazine, “Aprender a aprender: la habilidad olvidada”, 2012.