



Areas of expertise:

- Executive and Team Coaching
- Cultural Transformation
- Values-based Leadership
- Talent Management
- Employee Engagement

Languages:

- English
- French

Catherine Pawlow has 20 years of international corporate human resources experience, dealing at Board and senior levels. She specializes in executive coaching, talent management and leadership development. She offers strong organizational and business knowledge, as well as a profound understanding of management and leadership challenges.

As executive coach, Catherine works with leaders and emerging talent to reach new levels of performance, manage change, think more strategically, and onboard into new roles. Her approach is to ensure that individual goals and outcomes are aligned with business objectives, providing value to both the individual and the organization.

Catherine is passionate about helping companies and individuals become more values-driven. She focuses on facilitating personal and cultural transformation to create sustainable growth for people and organizations. She works with cultural transformation tools to measure and map culture, identify strengths and gaps, and coach individuals, teams and top teams to create greater and more meaningful alignment. Her style is open, business-driven, results-oriented and pragmatic.

In the area of talent management, Catherine supports organizations to improve their talent pipeline and leadership bench strength through reviewing and implementing talent management processes such as talent review, succession planning, leadership assessment, selection and recruitment.

Catherine's professional background, in addition to her executive coaching and consulting experience in the public and private sectors, includes various roles as VP HR at AMG Advanced Metallurgical Group; Group Manager Talent Development and Recruitment at Borealis, Senior HR roles at Royal Dutch Shell, as well as HR roles at the United Nations in New York.

She considers herself a global citizen, trotting the globe extensively. She has lived in Austria, Belgium, Denmark, the Netherlands, Spain, the UK and the USA. She integrates her global insights into her work and has a deep appreciation for the diversity and richness – and challenges – of multicultural teams and companies operating across borders.

Catherine has an MS in Human Resources from the New School for Social Research, New York, a BA in Political Sciences and Russian Studies (USA), and is EMCC-certified as executive coach (OCM, Oxford, UK).