



Martine Bizouard

Coach MCC, Supervisor ESIA

martine@incognita-terra.com +33 611564470

Master Certified Coach, ICF Coaching Certifications

- Coach & Team, V. Lenhardt
- Team coaching, L. Burney
- Clean coaching, L. Burney
- Master coaching, D. Goldvarg
- Supervision ESQA D. Goldvarg

Other coaching trainings

- Systemic coaching F. Kourilsky
- Identity coaching R. Dilts

Certified for

- MBTI®
- TMS®
- 360 TMS®
- Organization Workshop®
- Process Com® coaching
- Green Belt
- Holacracy®

Other education corpus

- Psychothérapie AT
- MBA ESSEC – Grande École
- Engineering – Centrale Lyon

Experience

- 16 years coaching
- 16 years finance
- 7 years higher education
- 3 years CEO of NGO

Scope of expertise

- Strategic vision
- Presence & impact
- Style & posture
- Inter-individual communication
- Influence
- Radical team efficiency teams
- Empowerment
- Systems efficiency
- Systems transformation
- Post-crisis recovery
- New ways of working

My goal is to foster brilliant collaboration in the world at large and professionally.

For the last 15 years, I've helped companies and other organizations, develop brilliant collaboration, as an added value which allows sustainable progress and excellency while respecting people and business relationship.

My clients say* about me that:

- I have fast and multi-sided understanding of business environments which makes working with me comfortable ;
- I am spontaneously authentic and grow a non-judgmental relationship which reassures them ;
- I have a practical approaches to support their implementing the changes which helps going forward in achievable steps.

I am a trusted Executive Advisory for C-suite leaders.

I accompany Executives and Transformation and Human Resources leaders in their vision, the elaboration and the roll-out of coaching arrangements.

I supervise external, internal & process coaches.

I work with the 3 levels of efficiency in an organization:

- leaders
- leading teams
- transforming the relationships at work through targeted groups (project sponsors, experts, Belts...)

My clients are:

- leaders of subsidiaries / branches in global groups
- leaders of European SMEs
- sponsors of strategic transformation projects
- managers of strategic transformation projects
- high officials
- emeritus experts
- elected officials
- coaches and supervisors

*survey 2017





Is your business transforming or needs to transform in the face of technological change and global challenges? The success of your organization will depend on how you and your employees follow or support this movement. Opposing forces may seem numerous. Sometimes the success of collaboration and the effectiveness of the way humans act seems utopian or miraculous.

However, improving the way people act and interact within an organization is one of the most profitable investments.

I created **Terra Incognita**, to offer turnkey, a set of complementary services and be **the partner of your transformations**. We are professionals who share the same values to serve our clients. Here are some examples of our interventions.

- In a **global group** (>50,000 employees), **coaching the new CEO of the French subsidiary** who succeeds the founder and joins the EMEA management team: improve the visibility of the company in the local market, strengthen their senior positioning within the EMEA team, create a team momentum at leading level.
- Within a **for profit association** (3,200 partners), **regulation and alignment of the Management Board** to define a new strategy.
- The **Director General France** of a Global, leader in its sector testifies in a parliamentary investigation subsequent to an ethical scandal: **posture to communicate effectively in relation to the ethical issue**, development of federative capacities, development of communications.
- With a **European leader** in its niche market (200 staff + 700 seasonal), **coaching of the newly appointed CEO**: legitimately succeeding the historical leader and sole shareholder, preparing for an external acquisition that doubles the size of the company, uniting the leading team around the subsequent restructuring.
- Coaching a **candidate in an election for presidency**: strengthen the perceived and experiences legitimacy, develop a unifying narrative, adopt an appropriate stance in relationships.
- After a **major industrial accident**, **coaching of the director**: taking control of events, launching reconstruction plans, guiding the management team towards a far-sighted and positive reconstruction.
- When **creating a new division** (>10,000 employees) in a CAC 40 group, instead of an SME (~ 2,000 employees): **support the staff** to position themselves in relation to organizational and operational transformation ; to understand and embrace **the new model and their new roles** ; to identify the situations to be handled and, for managers, to position themselves as drivers in the change.
- In a subsidiary of a CAC 40 group, the **IT** slows the company's growth. We helped this **leading team to redefine itself**: preparation of a 3-year transformation plan, governance incl. decision-making, follow-up of action plan, management of meetings, communication to teams ...
- In a rapidly changing **French group**, we designed and facilitated a professional **development program for executives at the highest levels**, focused on leadership in transformation: individual and collective awareness of their role in transformation and creating a link with changes in operations.
- A **European bank** has difficulties in recruiting and retaining high-level profiles: design with the Human Resources Department of a **mentoring program**, which enables young executives to get support and helps senior managers and executives to connect with and get to know better the new generation.
- For an independent and non-partisan think tank, co-design, facilitation of a **leadership development program** (6 yearly cohorts) **for elected officials** and group coaching: self-awareness, identifying working patterns, engaging and federating others, changing over time...
- With a **CAC 40 group**, development of **accompaniment skills for the Lean stream**: design and facilitation of development programs for Master Black Belt and Black Belt (>500 participants).
- With a **global industrial leader**, group coaching of **key people in major transformation projects**: pilots & sponsors of core project teams and local deployment teams (>500 accompanied).