

Carine Metselaar

Executive Coach

Carine specializes in team coaching, group facilitation, and individual executive coaching around topics such as leadership development, change management, and performance management. Also, she works with top management teams to help them realize breakthroughs or prepare for a new growth phase. Additionally, Carine is regularly involved in the design and delivery of leadership development programs for large organisations. Carine works with a broad range of international client groups, from high potentials to seasoned managers and has coached more than 200 senior managers and executives from several industries across the globe, among which Financial Services, Building Materials, Consumer Electronics, Chemical, Education, and Health Care.



Before she started her career as an executive coach 9 years ago, Carine worked for Deloitte Consulting, KLM, and Holland Consulting Group. Her business experience comes from managing projects in the area of change leadership, related to large scale IT driven change programs, corporate consulting in process improvement and organizational structures, and management roles in IT and HR.

Carine has a special interest in the current trends and changes in corporate business models and how these impact HR and leadership issues, a topic she just started to study and publish about.

Coaching Approach

Carine has an eclectic approach to coaching and works with a variety of methodologies, tools, and instruments, customized to the needs and preferences of the client. She strongly believes in the power of coaching interventions to leverage the knowledge and wisdom of people.

Recent Coaching Assignments

- > Senior manager of a large research institute who wanted to position herself stronger in the management team of the organization.
- > SVP of a multinational in consumer lifestyle products who was parachuted into his position by the company and felt he did not have enough credibility within his team, whose support he needed to implement the major changes he was responsible for.
- > VP of a multinational who faced ethical issues and did not know how to deal with them.

Education, Languages, and Professional Affiliations

- > Masters in Industrial Psychology (University of Amsterdam)
- > Masters in Change Management (SIOO Business School)
- > Certified Management Consultant (by ICMCI criteria)
- > NIP Psychologist (by the standards of the Dutch Professional Association of Psychologists)
- > Coaching languages are English and Dutch



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