



## Europass Curriculum Vitae



### Personal information

Surname(s) / First name(s) **Fabbro Nathalie**  
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E-mail nathalie.fabbro@leadercoach.eu  
Nationality French and Polish  
Date of birth 17.03.1970  
Gender Female

**Desired employment / Occupational field** **Coach and Trainer for Individual and team efficiency and for development of leadership and management skills**

### Work experience

Coaching and training of senior executives, Unit Heads and managers who have taken over new positions, responsibilities or teams within their current functions, in public institutions and private corporations. (Belgian Post, Ministry of Finance, BNP Paribas Fortis, European Commission, European parliament, EIB, Electrabel).  
More than 820 hours of experience in coaching and 1700 hours of training.

Dates Since 01.03.2005  
Occupation or position held Coach and trainer.

Main activities and responsibilities Coaching and training of Managers and Directors for a better understanding of themselves and their team as individuals and as a system, eliciting their most empowering management styles:

- Developing an authentic presence in daily management
- Developing a leader coach style
- Creating and maintaining empowerment
- Increasing the impact and efficiency in communication
- Managing the motivation of team members
- Managing micro changes and macro changes
- Taking over new responsibilities
- Managing stress and energy
- Building on talents and differences to improve team efficiency
- Addressing conflicts.
- Building creative and constructive conditions for solution finding
- Meeting skills

Name and address of employer LeaderCoach sprl Avenue Maréchal Ney 27 à 1420 Braine L'Alleud.

Type of business or sector Coaching, training and consulting.

### Work experience

Banking Sector: Management of services provided by Nordic institutions. This implied people management, project management, and negotiation skills and experience.

Dates 1999-2005

Occupation or position held Project and depositary manager

Main activities and responsibilities

Manager of relationships with Nordic depositary banks acting as providers. Responsibilities: negotiation, management of contracts, service level agreements, coordination of projects, people and resources management for launch of new securities and cash services, improvement of performance of services provided by the providers in key areas, preparing reports and briefings for senior representatives of the bank.

Name and address of employer Euroclear Bank, 1 Bld Albert II, St Joss, Brussels, Belgium

Type of business or sector Securities Clearance and settlement services

### Work experience

Banking Sector: Relationship manager of major London based financial institutions.

Dates 1996-1999

Occupation or position held Sales and relationship manager of London based financial institutions, securities houses, brokers and dealers and custodians.

Main activities and responsibilities Responsibilities implied managing relationships, coordinating initiatives to improve service level and to secure launches of new services

Name and address of employer Euroclear Bank, 1 Bld Albert II, St Joss, Brussels, Belgium

Type of business or sector Securities Clearance and settlement services

### Work experience

Petrochemical Sector: Development, implementation and follow up of a strategy on the Polish market to gain in market share and secure required homologations for public tenders.

Dates 1992-1996

Occupation or position held Sales manager for Polymers for Poland

Main activities and responsibilities Management of key clients and public decision takers, follow up in relation to sales, credit lines, pricing, technical assistance and trials, budget forecasts.

Name and address of employer Elf-Total-Fina

Type of business or sector Petrol- chemical sector

## Education and training

Dates	1988-1992
Title of qualification awarded	Master in Commercial, Financial, Economical and Social Sciences, with specialisation in Human Resources Management,
Principal subjects/occupational skills covered	Economics, management, finance, human resources.
Name and type of organization providing education and training	ICHEC , Brussels Business school
Level in national or international classification	"Licence "/master
Dates	2005-2012
Title of qualification awarded	Certified executive coach
Principal subjects/occupational skills covered	Coaching skills : competencies and applications of coaching in fields such as management of people , teams and change
Name and type of organization providing education and training	<ul style="list-style-type: none"> <li>• Mozaik Paris (certified for the basic competencies 2005)</li> <li>• Coaching Square Belgium (certified for ROOTS and GROW program 2006-7)</li> <li>• Nova Terra Executive coaching level 3 coach Novaterra ( 2012-3)</li> </ul>
Level in national or international classification	<b>Certified PCC (Professional certified Coach) by the International Coach Federation in 2013).</b>

## Specialisations

- **Specialised in systemics** tool used to develop teams relationship dynamics for increased efficiency, (Mozaik Paris), Jacques Antoine Malarewicz ( 2007)
- **360 organisations, teams and leaders** tool used to give a picture, working basis to strengthen and develop management, communication and team accountability and positivity team coaching Intl, (Amsterdam 2012).
- **Certified NLP (neuro linguistic programming) Master Practioner** by Institut Ressources Belgium used in coaching to develop potentials and transform blocking factors into resources (2010).
- **Certified user of psychometric personality type indicator of MBTI** and trainer in developing emotional intelligence with MBTI ( OPP 2008)
- **Certified user of personality type indicator of INSIGHTS** Discovery. Both apply to individual and team coaching to build on better understanding of strengths, areas of improvement differences and with teams to develop complementarities and collaboration. Insights Benelux (2011).

Other language(s)

**English, Dutch, Spanish, German**

Self-assessment

European level (\*)

**English**

**Dutch**

**Spanish**

**German**

Understanding		Speaking		Writing
Listening	Reading	Spoken interaction	Spoken production	
Proficient	Proficient	Proficient	Proficient	Proficient
Independent	Independent	Basic	Basic	Basic
Basic	Basic	Basic	Basic	Basic
Basic	Basic	Basic	Basic	Basic

(\*) Common European Framework of Reference for Languages

Social skills and competences	Open to cultural diversity with 18 years of experience as expatriate (Middle East, Eastern Europe ) and assignments in multicultural organisations undergoing important changes in structures.
Organizational skills and competences	Specialised in Tools to assist in identifying at organisational level of areas of development for more productive efficient working structures Based on TOB (Organisational Theory of Berne) and to coach in addressing these areas. Knowledge of tools to improve organisational efficiency (RACI, Process mapping)
Technical skills and competences	Specialised in tools that support change management programs from identifying key stakeholders and critical areas to coaching to manage in changing environments
Computer skills and competences	Basics : word , excel
Artistic skills and competences	Painting ( oil , acrylic), modern dancing, golf
Other skills and competences	Specialised in training and coaching in relation to leader coach style. I was assigned to review a module provided in 2011 to Unit Heads within the European Institution.
Driving licence	Type B
<b>Additional information</b>	Include here any other information that may be relevant, for example contact persons, references, etc. (Remove heading if not relevant, see instructions)
<b>Annexes</b>	None to date and available upon request
<b>Professional affiliations</b>	Member of the International Coaching Federation (ICF)
<b>International exposure</b>	Coaching and training done in Belgium, Scandinavian Countries, Poland, France
<b>Coaching approach, style and practice</b>	Result and human oriented: I combine an analytical mind with empathy, useful in the coaching process to better understand and adjust strategies to achieve results. Supportive and human: having undergone multiple changes as an expatriate and manager I am supportive, understanding. I encourage and provide a clear view of progress being accomplished throughout the process.
<b>Training style and approach</b>	I use the accelerated learning methods which focus on existing knowledge and experience. When possible the approach capitalises on team intelligence using creative and pragmatic methods which facilitates integration of new tools and concepts. I integrate to extent possible and in relation to the subject, a solution oriented mindset (appreciative inquiry) out of the box thinking (NLP and team management techniques), a combination of positivity and productivity mindset (pillars of team performance) and human approach (emotional intelligence). When possible I integrate artistic medias and metaphors and tools that facilitate integration of learning and strengthen alignment between individual, team and organisational level.