



Delphine Castanet, MBA, SHRM-SCP

Executive Coach for professionals preparing their next challenge

I coach professionals and executives, who want to better navigate large and complex, fast-moving organizations.

I build a trusting environment and offer support to my clients, but at the same time put the right amount of challenge to push them to grow out of their comfort zone. This reflects my values of empathy and compassion, while being committed and result-oriented. Improving and developing usually means changing. Change is hard. I believe in small steps. With many little wins, I believe that clients can achieve big goals.

I propose beginning a coaching engagement by reflecting on the client's personal values.

I believe that all of us can improve and develop, most important is to be willing to: I coach all levels of employees.

Here are some examples of leadership coaching topics that I have worked on with my clients:

- ✓ Increasing confidence and "presence" in large group meetings
- ✓ Empowering one's direct reports through coaching
- ✓ Developing a more direct communication style
- ✓ Changing non-functioning relationships through social skills, whether with a manager, colleague or direct report.

You can be confident in my coaching abilities. In addition to my credentials listed below, I have 20 years Human Resources experience within several industries: advertising, media, communication, aeronautics and automotive in large international corporations. My former employers include Havas Media and Sagem/Safran. Born in France, I have lived in the UK and the US for several years.

- ✓ Executive Coaching Certificate, University of St. Thomas, Minneapolis, USA.
- ✓ Pursuing ICF (International Coaching Federation) ACC certification. I follow the ICF code of ethics: <https://coachfederation.org/code-of-ethics>
- ✓ Lumina Spark qualification, USA
- ✓ SOSIE, qualification with ECPA, Paris, France
- ✓ Process Communication, Khaler Communication, Paris, France
- ✓ I can coach in English or French, in person or by phone/skype etc.

When I am not working, I enjoy exploring Minnesota and traveling within the US and abroad with my family. I also spend time coaching my 14 years old son and 11 years old daughter through their own challenges.

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