

Marion Riehemann (former Guérin)



Master Certified Leadership Coach (ICF), Facilitator of Executive Team and Organizational Development, Lead Coach

What characterizes me:

I'm offering a space of transformation for CEOs, C-Suite members, their teams and organizations through presence, empathy and questions that elicit their true potential.

Professional Experience:

- Founder and Executive Coach at Second Freedom LLC
- Founder and Executive Coach at Not Knowing Leadership
- Agile Organizational Development Consultant at NextU
- Executive Coach at Global Coaching Group
- Senior Executive Coach, Lead Coach & Facilitator at :co-vadis (now: Heidrick & Struggles)
- Since 2008 working self-employed as a Systemic Business Coach, Trainer and Facilitator
- Founder/ Lead Speech Language Pathologist of multi-disciplinary practice
- Head of Department Speech Language Pathology at Social Pediatric Center

Education and Qualification:

- Diploma in German and English philology in Germany
- Diploma as state certified speech therapist in Germany
- Certification as Master Certified Coach (MCC/ICF)
- Certification as Trainer for Nonviolent Communication
- Certification as an agile Organizational Development Consultant
- Certification as Business Mediator
- Certification in various diagnostics like Hogan Assessments,

Human Synergistics Organizational Culture Inventory (OCI) and Lifestyles Inventory (LSI), XLNC Leadership Styles & Climate, Ego-Development Profile (decoding stages of human development), Global Leadership Profile (GLP)

References:

- For a 4,000-person Non-Profit, including the 2 CEOs and their leadership team, I kicked off a complete system transformation process including coaching and implementation across the organization
- Covestro: co-design of international leadership development program and rolled it out across seven countries in Middle East, Africa and Europe
- Knorr Bremse: leadership development program for their 20-person European Leadership team over three years to help them for their IPO
- Rhenus Logistics: designed and delivered international leadership development program on leadership effectiveness
- ERGO: Executive Transformation Coaching in the context of the agile transformation
- Lead Coach in Business Coaching program designed by me for twelve cohorts of leaders and HR specialists that has earned accreditation by the ICF as ACTP (ICF's highest accreditation possible).
- Airbus: executive coaching and mentoring on their inhouse coaching program

Location.

Madison, Wisconsin, USA

Languages:

English • German • French

Focus Areas:

Personal Development
Leadership Development
Team Development
Transformation and Change
Purpose and Culture
Organizational Development

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Marion has worked with hundreds of international executives from over 14 different cultures. Her focus is one-on-one coaching for top executives (C-level, EVP, VP and MD level), coaching senior management teams, designing and running international leadership programs. Marion is one of twelve Master Certified Coaches (ICF) of Germany with more than 2.500 hours of Coaching Experience. The MCC is the highest internationally recognized certification level for coaching. Marion loves to teach coaching skills to executives. She has designed a Transformational Business Coaching Program for leaders, HR-specialists and entrepreneurs along the 11 core competencies and standards of the ICF. This program has been accredited as ACTP, the highest international accreditation level given by the ICF. As the lead coach, she loves to contribute to the leader's development from transactional to transformational leadership. Marion is also one of the internationally certified trainers for Nonviolent Communication, developed by Dr. Marshall Rosenberg. She exhibits exceptional acuity in catalysing deep insights for leaders for dealing effectively with the unknown. Marion believes that as a leader it is important to focus on strategy and on expertise while also remembering that true leadership is the ability to move and develop people. Marion helps understand how effectiveness is rooted in a personal viewpoint and a set of personal requirements. When these are put into practice, leaders find new ways of approaching their teams, colleagues and clients. Marion works with you to reach your next level of development. Marion's style of coaching helps coachees to create effective communication with individuals and groups. As a member of the International Coach Federation (ICF) in Germany, she actively promotes the highest quality and ethical standards in coaching.

Continuous training is key for an excellent coach and Marion has trained at the leading coaching schools in Germany, UK and the US.



Marion Riehemann - A Biography



Marion Riehemann (former: Guérin) is the founder and CEO of Second Freedom, an advisory firm that helps leaders increase their capacity to transform themselves and their teams. They become better innovators, strategists and decision-makers by dealing productively with the unknown.

She has worked with over 300 companies, in over 30 industries, with clients such as adidas, Airbus and Xerox.

Marion developed her expertise in navigating the unknown early in life. When she was ten years old, she went to visit her aunt for the weekend and upon returning home, her depressed mother refused to open the door, saying “You don’t live here anymore.” Marion never lived with her mother again. This unexpected and disturbing situation demanded that Marion make her way through the world, largely on her own. She learned that the unknown was nothing to fear. It was just something that needed to be dealt with.

Marion took on many adventures. In her early twenties she traveled extensively through the United States and Central America. She lived in New York City, Germany and France. She worked as a bartender, a dogwalker and a language teacher at the World Trade Center.

Marion then became an actor. She won an audition and studied with the famed coach Uta Hagen at hb-studio, which produced actors like Al Pacino and Robert DeNiro. As an actor she learned how to hold many different perspectives at once and she also sharpened her ability to face rejection. One of the highlights of her acting career was playing Ariel in Shakespeare’s *Tempest*, where she got to sing and fly through the air on wires. After years of working on stage and in television in the United States and Germany, Marion decided on a new career move: speech therapist.

She founded her own speech-therapy practice in Germany and specialized in helping children. Marion studied, not only their speech and language abilities, but how their minds developed, too. This first-hand experience would serve her later.

Marion Riehemann - A Biography (cont.)



In 2007 Marion became a coach and advisor in the world of executive leadership. The reason: she wanted to work with professionals who were successful and who took full responsibility for their actions and outcomes. Marion began to help them build on that confidence and accountability, so the leaders could deal effectively with the unknown. She discovered that we haven't taken Jean Piaget's findings about developmental stages far enough. Adults go through developmental stages too. This is what helps leaders master the last five percent of their high performance and reach excellence in facing the unknown

She is a Master Certified Coach -- with over 5,000 hours of coaching under her belt -- for the International Coach Federation. She is also an internationally certified trainer on Nonviolent Communication with the Center for Nonviolent Communication.

Marion is a professional member of the National Speakers Association, and has given keynotes and workshops throughout the world, in places including Cyprus, Denmark, Dubai, France, India, Poland, South Africa, Switzerland and the United Kingdom.

She also tries contributing to society at large. Marion trained with Al Gore's Climate Reality Project, helps to promote understanding between Republicans and Democrats using the Better Angels' process, and facilitate discussions about Black History and racism for Justified Anger.

Marion lives with her husband Paul in Madison, Wisconsin. Her son, Nico, just finished his studies of philosophy, neuroscience and cognition.