



Europass Curriculum Vitae



Personal information

Name **Marielle Behrmann**
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E-mail mb@collaborativenterprise.com
Nationality Swedish

Occupational field **Organisational development & Management training**

Work experience

Dates Jan 2017 – present
Company COLLABORATIVE, Avenue Casalta 3, 1180 Brussels, Belgium
<http://collaborativenterprise.com>
Position held Managing partner / Senior consultant

Main activities and responsibilities

- Individual, team and executive training/coaching.
- Design and facilitation of workshops in management, resilience/stress, emotional intelligence, goal achievement etc.
- Specialised in stress management, applying research and tools from HeartMath Institute (USA) (licensed HeartMath provider). Seminars, workshops, team and individual programs.
- Chief financial officer.

References

- *European Parliament* – Resilience and emotional intelligence training with tools and theory from HeartMath. Latest science in neurocardiology.
- *European School of Administration* – “Boost your energy” and “Coaching for managers” – trainings for managers.
- *HEC Paris Executive Education* – Coach in the program “Develop yourself as a leader”. Coaching in visioning and goal achievement for managers.
- *Ipsen, Tarkett and Kering* – Participatory leadership interventions (e.g. World café), coaching and public speaking training. Facilitation of collaborative sessions within large groups seminars to support people engagement, alignment on strategy and co-creation on action plans

Dates	Nov 2011 – Dec 2016
Company	TAKE ACTION AB, Bastugatan 21, 118 25 Stockholm, Sweden http://mariellebehrmann.com
Position held	Founder / Senior consultant
Main activities and responsibilities	<ul style="list-style-type: none"> • Individual, team and executive training/coaching. • In-depth analysis / assessments (incl. participative methods). • Design and facilitation of workshops in management, resilience/stress, emotional intelligence, goal achievement etc.
References	<ul style="list-style-type: none"> • <i>European Commission</i> – Work life balance Masterclass, DG Regio. Theory as above. • <i>Karolinska University Hospital</i> – Workshops in stress management and performance management related to psychosocial work environment surveys (IC Quality). • <i>SAAB</i> – Project Management Foundation, in-house one year program for project managers; management, communication, conflict resolution, coaching, stress management, goal achievement. • <i>Municipality of Gävle / Regional Council Kronoberg</i> – In-depth analysis; Interviews, analysis report (50 pages), feedback/coaching to management, workshop/feedback to staff, team coaching, action-plan to increase performance. Based on data from psychosocial work environment surveys (Springlife).
Dates	Nov 2008 – Nov 2011
Company	SPRINGLIFE AB, Jakobsbergsgatan 22, 111 44 Stockholm, Sweden http://www.springlife.se/
Position held	Head of Consulting
Main activities and responsibilities	<ul style="list-style-type: none"> • Management consulting with focus on occupational health and performance improvement. • Qualitative / qualitative data collection (specialised in psychosocial work environment surveys); • In-depth analysis, feedback sessions, coaching and goal setting workshops. • Trainer in leadership, performance management and stress. Speaker at Swedish human resource management national conference “HR-dagarna”, 2011. • Use of a performance analysis methodology based on psychosocial studies on stress management by Prof. Bengt Arnetb, Karolinska Institute – Quality Work Competence (QWC)
References	<ul style="list-style-type: none"> • <i>Astra Zeneca, CTS</i> – Design and facilitation of workshops in performance management and goal achievement for top management, middle management and employees, 400 individuals, 20 workshops – producing individual SMART goals in line with company strategies using a software performance management program. • <i>Skandia Insurance</i> – In depth analysis, interviews with employees, analysis report, feedback to management, coaching, workshop/feedback to staff, action plan to increase performance. Teamwork in the management team and goal achievement workshops. • <i>Regional Council Skåne</i> – Design and delivery of training in performance management for HR specialists, tools to conduct and implement the work of internal psychosocial work environment surveys successfully. The survey includes all 30.000 employees. • <i>Marginalen Bank</i> – Goal achievement, implementing company goals in a team, SMART individual goals, HOW-cards (a simplified version of Balance score card), training for team managers to increase performance in their division, follow up.

<p>Dates Position held Company</p>	<p>May 2007 – Nov 2008 Leadership Training Manager CHEF, Hantverkargatan 78, 112 38 Stockholm, Sweden http://chef.se/</p>
<p>Main activities and responsibilities</p>	<ul style="list-style-type: none"> • Trainer in Conflict resolution (and difficult conversations) • Management (sales, strategy, budget, marketing, customer service, quality assurance, content, coordination) of CHEF's ten leadership training programs (Coaching, Efficiency, Conflict resolution/Communication, New managers, Senior managers, Law). • Clients including Ikea, Volvo, Ericsson, Statoil, Stena Line, Scania.
<p>Dates Company Position held</p>	<p>Oct 1995 – May 2007 DALE CARNEGIE TRAINING, Linnégatan 87 F, 115 23, Stockholm, Sweden Dale Carnegie Coach / Marketing Manager http://dalecarnegie.com</p>
<p>Main activities and responsibilities</p>	<p>Dale Carnegie Trainer</p> <ul style="list-style-type: none"> • Trainer in leadership, communication, public speaking, conflict resolution, teamwork, sales, negotiations, motivation, attitude, courage, confidence and managing stress. • Individual coaching (more than 200 managers). • Lecturer in public speaking at IHM Business School and Jönköping University. <p>Marketing Manager</p> <ul style="list-style-type: none"> • Brand management and strategy for Nordic countries (Denmark, Norway, Finland and Estonia) in collaboration with US headquarter in New York. • Sales, budget, and communications. • Activities like; launching of new website, new profile design, new PR-strategy, events, fairs, sales workshops, customer care service. • Launch of the "Good Morning" Dale Carnegie professional network in Scandinavia (2002)
<p>Education and training</p>	<p>Art & Maîtrise du Coaching – Nova Terra Coach Training & Corporate Development, 2017 – present ICF Coaching Certification, PCC level, Brussels. http://www.novaterracoaching.com.</p> <p>Master of Science in Psychology – Uppsala University, 2016 Thesis in occupational health on heart rate variability (HRV) and work ability for sustained employability, Saxion University, The Netherlands. http://www.saxion.edu.</p> <p>Mindfulness – University of Massachussets, 2016 – present The official training program from the Center for Mindfulness in Medicine, Health Care, and Society, University of Massachussets – 8-week Stress reduction program.</p> <p>Art of Participatory Leadership & Art of Harvesting – European Commission Brussels, 2014 An approach to leadership that scales up from the personal to the systemic using personal practice, dialogue, facilitation and the co-creation of innovation to address complex challenges. http://www.artofhosting.org</p>

HeartMath Provider Certification – HeartMath Scandinavia, 2011

Licensed to deliver HeartMath’s scientifically validated tools individually and in group programs. In-depth knowledge of research-based techniques for coaching others in core skills that can build and sustain resilience and boost performance.

<http://www.heartmath.com/coach-mentor/become-a-heartmath-coach/>

Bachelor of Science in Psychology and Human Resources Management – Stockholm University, 2004 – 2007

Main courses: Social psychology, organisational psychology, cognition, personality psychology, biological psychology, sociology, education, business management, law. <http://www.su.se/english/>.

Leadership Trainer programs and Coaching – Dale Carnegie Training, 1995 – 2007

Main courses; Core Competence Training, Dale Carnegie Course, Leadership Training for Managers, High Impact Presentations, Sales Advantage, Coaching. Trainer, coach and participant in the above programs for ten years. <http://www.dalecarnegie.com/>.

Rhetoric – Södertörn University, Stockholm, 2003 – 2006

Main courses: Presentation techniques, argumentation, speech writing, rhetoric and society, rhetoric analysis, rhetoric history of ideas and problem solving. www.sh.se/english.

Degree in Marketing – IHM Business School, Gothenburg, 1999 – 2001

Main courses: Business and market planning, business intelligence, branding, marketing, relationship marketing, financing. <http://www.ihm.se/english>.

Language skills

Mother tongue(s)

Other language(s)

Self-assessment

European level (*)

English

Italian

French

Swedish

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C2	Proficient	C2	Proficient	C2	Proficient	C2	Proficient	C2	Proficient
B1	Moderate	B1	Moderate	B1	Moderate	B1	Moderate	B1	Moderate
B1	Moderate	B1	Moderate	B1	Moderate	B1	Moderate	A2	Basic

(*) [Common European Framework of Reference for Languages](http://www.cerl.eu)

Social skills and competences

Clear and direct coaching/feedback approach
 Broad international network
 Cross cultural experience (lived in Sweden, US, Italy, Thailand, Belgium)
 Practitioner of emotional intelligence and stress reduction techniques

Organisational skills and competences

Leadership training
 Occupational health
 Performance management
 Collaborative leadership
 Communications, Marketing and Brand Management
 Experienced public speaker, up to 1500 people audience

Additional information

Personal interests

Travelling (40 countries visited)
Personal development (meditation, constellation work, psychosynthesis therapy, mental training, coaching, breathing techniques, group therapy (Sweden, Italy)
Sport (yoga, run, dance, fitness, swim ski, dive, hike, bike)
Theatre (Theatre of Arts, Los Angeles) <http://www.toa.edu/>

Awarded best young entrepreneur in Young Enterprise, Region of Gothenburg in 1994.
Speaker at the Human Resource Conference "HR-dagarna" in Stockholm 2011 in collaboration with Skandia – "*Psychosocial work environment surveys impact in performance management and organisational health*".

References

Marie-Noelle Husson – HR, European Parliament, marie-noelle.husson@europarl.europa.eu
Stefan Quist – founder Dale Carnegie Training Nordic Countries, stefanquist@telia.com
Tomas Huhtapalo – COO Springlife, tomas.huhtapalo@springlife.se
Hanna Emami – CEO IC Quality, hanna.emami@icquality.com
Ingrid Linder – HR Director Telge Group, ingrid.linder@telge.se