



Profile

Mark blends the experience of an HR business leader with that of a seasoned executive coach. He is recognized for his keen ability to guide people through key challenges, identify and mitigate obstacles and make sustainable changes. Mark's experience includes leading multiple global organization transformations, building successful commercial teams and developing leadership strength in several companies. He has a strong record of achievement with senior executive officers in leading change, the creation and implementation of human capital initiatives and leadership development for fortune 500 companies as well as privately held organizations.

Representative Client Engagements

Coached 30 individuals participating in a yearlong Leadership Journey program sponsored by the CEO. Each individual was promoted during the course of the program.

Coached the EVP Global Sales in charge of a large organizational transformation. She delivered the change as planned incl high level of engagement of the workforce.

Helped a HR Executive with onboarding in new role using a New Manager Assimilation process

Contact

Mark Karelse

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MARK KARELSE

Leadership Coach

A trusted thinking partner who will help you to clarify and act on the changes you want to pursue.

ADAPT2GROW, *Leading the People side of Change*

Areas of expertise

Change management
Leadership- and talent development
Executive On-boarding
Career development
Building high performance teams
HR 4 HR coaching

Levels coached

C-suite; Senior management; Middle managers;
Individual contributors (High potentials)

Languages

Dutch; English

Industrial experience

Healthcare, Consumer product manufacturing, Financial services,
Travel management, Corporate services

Functional experience

Business management, Sales, Marketing, Operations, Finance, HR,

Multi-cultural experience

Born in The Netherlands with 20 years working and living outside The Netherlands (eg US, Belgium, UK, Singapore, China)

Professional/Corporate experience

SVP Global Human Resources at CWT Inc

VP Global Head of Talent management & Learning at CWT Inc

VP Global HR Philips Consumer Luminaires at Royal Philips

VP Organizational Development Philips Healthcare at Royal Philips

Head of Organization Development at ING NV

Certification & Training

ICF ACC Certified Coach; ICF Coaching Training; Hogan assessment;
MBTI certified ; Executive Coaching program, Praesta LLP

Education

Industrial Psychology, Free University Amsterdam

Master of Organization & Management, University of Tilburg

Advanced HR Executive Program, Michigan Ross Business School

Memberships

Board member International Coaching Federation The Netherlands

Member Dutch Federation for Management Development