

Steliana van de Rijt-Economu, M.Sc, PCC

Executive Coach

The Woodlands, Houston, TX



Areas of Coaching Expertise

- Systemic team coaching
- Executive presence and Authenticity
- Leading Change
- Removing Self –doubt
- Stakeholders interpersonal relations
- Career, Feminine Leadership

Levels Coached

- EVPs in FSTE 100 companies
- Sr. VP and VP level
- CEO level (family business)
- General Manager, Director level
- High Potential, Middle Managers

Languages & International Experience

- English, Dutch, Romanian
- Employed in the UK, Netherlands, Romania and now Texas
- Remotely lead projects for: Kuwait, Belgium, Nigeria, US/Texas, Canada, Malaysia, Japan

Industry Experience

- Oil & Gas, Projects & Technology
- Pharma, Biotech, Banking, Financial
- Legal Services, Real Estate

Professional/Corporate Experience

- Sr HR , Talent ,OD roles within Shell
- Organization Development at Vodafone
- Executive Team Coach , Rice Jones MBA
- Award winning author: Mothers as Leaders
- President AIESEC Constanta, Romania

Functional Experience

- Human Resources (Talent, OD, Learning)
- Finance, Economics
- Business Development
- Project Management

Education

- Systemic team Coaching , Academy of Executive Coaching, London
- I-Coach Academy, London
- BA in Finance, MsC in Project Management
- LEAN practioner, Accenture

Certifications & Awards

- ICF PCC and ACTP (team coaching) certified
- Certified in MBTI, PQ, EQi, TDS, IOPT, Kantor, Blanchard, TEAM Connect 360 Feedback
- Women International Network Award (Athens)
- Youth to Innovation Award by World Bank

COACH'S PROFILE OVERVIEW

Steliana's 20-year has one denominator, an unwavering belief in people's ability to change when motivated to do so. Steliana helps leaders to look more closely at "how" they lead, enabling them to grow their ability to inspire, impact and influence their teams, colleagues and stakeholders. She has a track record in successfully managing complex organizational changes and high-stake employee relations consultations, simply by improving the quality of dialogue and cooperation between parties.

COACHING PHILOSOPHY

Steliana believes that coaching is there to help people, teams and organizations unlock their hidden potentials. She sees coaches as catalysts in chemical reactions, as enablers. Steliana brings an empathetic but at the same time energetic vibe into coaching. She strikes the right balance between challenge and support while building a strong partnership and trust with the client. One of her one-on-one clients said: 'Steliana is truly an authentic coach! She is real, genuine and not afraid to ask the hard questions.' A sr VP leading a global unit within a major corporation said: 'with her help we improved our leadership team performance across the board'. Steliana had partnered with him and his team for a 12 month systemic team coaching intervention.

RESULTS ACHIEVED

A Sr. VP in Biotech -pharma invited Steliana to lead a 6 months systemic team coaching project for a Procurement Team reporting to her: 1 Director, 1 Manager and 6 reports. They were experiencing low levels of confidence and faith in the effectiveness of a new way of working implemented through a recent reorg. There was also a disconnect with the upper-management. By the end of the 6-months they co-created their team purpose, team norms and a way of working with the stakeholder engagement that relied on their strengths and the latest technical automations. Most importantly, they increased their confidence in their team leadership and the business achieved their efficiency targets.