

## BIOGRAPHY

### Introduction

Marichen is an accredited Master coach (ICF), an accredited coach with the Consciousness Coaching Academy (CCA), a supervision coach and a specialist in Leadership Development and corporate wellness solutions, an author, trainer, facilitator and management consultant. She is managing director of Marichen Mortimer and Associates (MM&A) which specialises in designing and delivering leadership development solutions and transformation programmes for organisations and individuals as well as the building of high-performance teams.

### Experience

Marichen has coached individuals and groups for many years in a large portfolio of national and multi-national clients across a broad industry spectrum.

Marichen served as a non-executive director on the Board of the Institute of Directors of Southern Africa (thought leadership organization in South Africa for directors), for six years as Chairperson of the Social and Ethics committee and served as member of the Remuneration and Nominations committees respectively, thus ensuring that she is experienced in the challenges facing her executive clients at board level. She continues to serve as a non-executive director on boards.

Her extensive business experience spans various disciplines (including strategy, marketing, human capital management, sales, training and development, key accounts management) across various industries (including banking, financial institutions, software, industrial and commercial property, retail, health and wellness, manufacturing and mining)

### Services

In addition to coaching, Marichen designs and delivers customized leadership development solutions for organisations and individuals, which deliver assessable results.

Her approach is based on a tested philosophy that the solution lies within the client given the right environment, encouragement, guidance and support.

MM&A has developed a number of products over the years which continue to deliver excellent results. Some of the MM&A products include:

#### **Building high performance teams for success**

A leadership development programme which is crafted to suit the specific needs of the company/organisation within its strategic objectives and those of the industry, whilst ensuring

that the team members: are highly engaged, develop trust, effective communication, collaboration and conflict management skills, take accountability and responsibility for respective roles and deliver on performance goals. The Integrated Enneagram team assessment tool is used to provide the team with insights into their strengths and challenges.

#### **Self-leadership for success programme:**

The essence of the programme is to grow leaders to effectively manage themselves, to be open to personal growth and to draw on their strengths to grow as leaders. (Her book: "Self-leadership for Success" is used as part of the programme).

The Integrated Enneagram individual assessment tool is used to provide individuals with insights into their strengths, challenges, triggers, blind spots, communication preferences and gifts.

#### **Emotional intelligence for success programme:**

Provides individuals with the opportunity to grow their EQ. (Making use of Emotional Empowerment for Success cards to encourage deep exploration and personal growth).

#### **Equine Assisted Leadership Development programme:**

Making use of horses to aid the development of leadership awareness of "how leaders show up" and the resultant effects of behaviour. A powerful experiential method where leaders learn about themselves and how they show up in the world.

### Expertise provided

**Executive coaching:** developing top leaders, crafting a personal strategy, aligning performance to strategy, boardroom dynamics and overall wellbeing

**Leadership coaching:** Leading of self and others, dealing with people dynamics, delegating and empowering, overcoming personal barriers, ensuring sustainability of leadership practices

**Performance coaching:** eliminating the limiting behavioural patterns that hinder performance

**Skills Coaching:** building interpersonal skills (communication, conflict management, building trust, confidence)

**Group coaching:** building high performance teams (trust, accountability and responsibility, communication and conflict management, performance and strategy alignment)

**Life coaching:** empowering individuals in the broad spectrum of their lives

**Relationship coaching:** empowering people to build effective relationships

**Coaching supervision** for established coaches

**Facilitation** of leadership development programmes



# MM&A COACHING FOR SUCCESS<sup>©</sup>

**Leadership conversations** based on the business requirements and the leadership outputs.

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## Insight

Leadership is a choice and a commitment. Once the individual is assisted to realize the power that lies within their own ambit of commitment and choice, action and results will follow.

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## Conscious Changes

“My life philosophy is to learn and grow continuously. Thus, I regularly place myself in environments outside of my comfort zone to stretch my learning. I continuously update my knowledge around the latest thinking in human behaviour, sustainable business strategy, various coaching methodologies and general trends in the world regarding new ways of doing things.”

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## Personal Qualities

“I love what I do and therefore bring energy, enthusiasm and commitment to the work and my clients benefit from this.

I hold the space for the people I work with to walk their road of discovery, leading to sustainable positive change within themselves.

I believe that first and foremost we need to learn to lead ourselves before we lead others, which is the more difficult task”.

## Qualifications & Accreditations

- Chartered Director SA (CDSA),
  - Masters in Business Leadership (MBL), (MBA equivalent)
  - B. Soc. Sciences,
  - Masters in Coaching (IMCSA)
  - Master Certified Coach (ICF)
  - Professional Certified Coach PCC (ICF),
  - Certified Consciousness Coach (CCA),
  - Certificate in Coaching Supervision,
  - Accredited Integrative Enneagram Practitioner, (team and individual)
  - ETDP -0133 Assessment, Moderation and Evaluation,
  - Awarded one of 100 Best Global Coaches (CHRO ASIA),
  - Qualified Yoga Teacher
  - Qualified Laughter Therapist
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## A bit more about me

“As far as is possible in our fast- paced world, I believe in a balanced lifestyle. It is important to “walk the talk”, so in order

to achieve balance I am also a yoga instructor and keen sportswoman, currently training for another 70.3 ironman. Yoga provides me with a beautiful sense of inner peace and calm. It is a sanctuary for me. Sports provide me with the opportunity to be outdoors and enjoy the high of getting fit and partaking in sporting events. I love music, arts and to travel and have been fortunate in my life to have travelled extensively, learning about many different cultures from a very young age. This has provided me with an open and curious mind to explore different ways of doing things and to be able to listen to different opinions.

This allows me to bring a multidimensional approach to my work as a coach”.

*“Let what you love be what you do”*  
**Marichen Mortimer**



**Marichen M Mortimer**  
**Chartered Director (CDSA)**  
**MBL**  
**Master Coach**  
**Coach Supervisor**  
**MCC**