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## Doris Schaaf

### Executive Coach

Doris has more than 20 years of experience coaching senior managers and management teams as both an executive coach, and in her previous roles as head of Human Resources for the Dow Chemical Company and head of Employee and Organisational Development for Merz Pharma.

#### Region

Europe

#### Area of expertise

Developing Leaders

As an experienced coach and counsellor with over 4000 hours of one-to-one practice, she aligns her understanding of human behaviour with her in-depth business experience gained over 17 years in various line management roles.

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## Coaching Style

Doris' clients cite her ability to be both supportive and challenging, enabling clients to clarify issues, create solutions and manage transitions. Senior executives appreciate that she understands their context and associated issues and value her pragmatic approach.

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## Special Interests

Building on the latest research in neuroscience, Doris adopts brain-based coaching techniques to assist clients in unlocking their potential and boost self-confidence. Doris has built up special coaching expertise in

dealing with high levels of stress and complexity. She uses techniques of mindfulness and mental health training. Doris has also in-depth experience in how to support managers to do successful marketing both to boost their own career as well as to obtain the buy-in of stakeholders in change management processes.

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## **Training and Qualifications**

Doris is an accredited executive coach (accredited with DBVC – Deutscher Bundesverband Coaching, the leading German coaching federation) and member of the DBVC appraiser committee. She is an authorized practitioner in Myers Briggs Type Indicator Step 1\* and committed to continuous professional development, supervision and reflective practice.

As a mother of three adult sons, Doris is trained in dealing with life's surprises and challenges.

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## **Current Clients**

Working across the industries, Doris has in-depth coaching experience in the areas legal & accounting, advisory, financial services, healthcare, chemical industry, and manufacturing.

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