



## **Karine Trioullier**

Founder and Ceo, Tida Bisa UAE  
Talent and Career architect  
Executive and Career Coach, ICF 2008  
RandstadRisesmart MENA partner for  
outplacement services  
[karine.trioullier@tidabisa.com](mailto:karine.trioullier@tidabisa.com)  
+971 552 049 555

### **Areas of particular strength**

- **Design highly effective approach to support career transition to C-level executive.**
- **Apply design thinking principles to job search strategies and outplacement.**
- **Develop leaders Emotional Intelligence awareness and practice.**
- **Accelerate the high- potentials' career development.**
- **Navigate politics and build alliances at work.**
- **Strengthen executive presence and enhance public speaking experience .**

### **Coaching Experience**

Since forming Tida Bisa, a Talent Management consulting firm, Karine is recognized as an effective coach of individuals and multi-cultural teams with a strong ability to catalyze and drive through behavior change; converting limiting beliefs to opportunities with focused, collaborative coaching. She has been leading executive coaching programs in the Middle East and North Africa region since 2006: 15 industries, 36 nationalities, more than 8000 sessions, 80% return rate clients. She designs solutions to develop leadership and emotional intelligence skills and offers career design, professional branding, outplacement, career transition and development, job search strategies, networking, entrepreneurship.

Her client list includes senior executives, general managers / CEOs, high potential leaders, entrepreneurs and audiences in Oil and gas, Telecom, FMCG, Banking, Legal, Luxury, Pharmacy, Hospitality, Construction, and consulting sectors.

Karine applies a systemic approach and practices GROW session with an alliance contract, coaching objectives and KPI's agreed with individual clients and potential sponsors. She uses techniques and tools based on Neuro-Linguistic Programming, Transactional Analysis, Erikson hypnosis, mind mapping, readings, and role-plays.

Through her coaching sessions and business experience with leaders and management teams in widely different cultures and industries, Karine has gained a deep and practical understanding of the challenges facing leaders in large organizations. In recent years, karine has focused more on leader development and career coaching and outplacement.

She has designed specific career exploration programs to choose a more satisfying career path “ My Career Choice®” or “Build my Career®” and also resilience programs after a lay-off “ and return to work courses “ Back to work®”.



## *Coach Profile*

### **Business Experience**

Prior to founding Tida Bisa, Karine had a dynamic 14-year career as a goal-driven Human Resources manager specialized in talent management, training and coaching, C&B, Recruitment, HR systems within complex business environments internationally.

Half of Karine's Professional career has been with renowned international corporations in the Human Resources function - Philip Morris Int'l HQ in Switzerland, and Hewlett-Packard HQ in France. The other half, she was a consultant with two top management consultancy firms - Accenture Indonesia, Towers Perrin Forster and Crosby France - counseling clients in performance-based compensation, talent and change management.

Karine has a truly broad international track record having helped to develop people through designing and delivering management training programs and coaching in places as diverse as Indonesia, Brazil, Tunisia, Iraq and UAE.

She excels at helping organizations fulfilling their strategic agenda through organizational and individual people development.

### **Academic Qualifications**

Karine holds a postgraduate diploma and a master in Human Resources and Change Management and Organizational Design from the Celsa Sorbonne University - Paris and a Bachelor in Law. She is certified and fully accredited to use the following assessment tools: MBTI®, STRONG®, SEI™ Emotional Intelligence, ORSC

certification, Lominger Voices 360, Hogan, Mediation, Conversational Intelligence®. She holds the ICF Accredited Diploma in Executive Coaching at the Institut du Coaching in Geneva, CH.

Her practice refers to the ICF Code of Ethics and she pursues her own personal development on an ongoing basis with Certified master coach MCC.

She is also a member of the International Coach Federation, ICF, and the 6seconds organization.

### **Karine's personal background**

Karine is a French citizen, born and raised in France. She has spent most of her life abroad, including 14 years in the MENA region and presently lives in Dubai, UAE with her family.

Her focus is on facilitating individual change and her goal is to enable all talented clients to become self-correcting for self-generated performance.

She is an entrepreneur at heart and dedicated to transform vision into action.

### **Coaching Style:**

Karine's coaching style is based on establishing trust and subtle connection with her clients thanks to a deep understanding of personal needs and abilities. Articulated, energetic and supportive, she is gifted with identifying very quickly recurring patterns and limiting beliefs. Her style is built on warmth and humour together with a high empathy and positive mind.



### Areas of work:

#### Talent development:

- Leadership and coaching skills
- Emotional intelligence Leadership
- Self confidence
- Assertiveness
- Executive presence
- Public speaking
- Navigation and managing up
- Woman empowerment
- Strategic thinking
- Crisis, change and emotional management.
- Team Leadership / remote.
- Networking
- Resilience

#### Career services:

- Explore Career path
- On-boarding
- Career transition
- Resume and LinkedIn strengthening
- Mock interview
- Finding my next career step
- Moving to a new career
- Entrepreneurship
- Digital presence

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 Tida Bisa

 [www.linkedin.com/in/karinetrioullier](http://www.linkedin.com/in/karinetrioullier)

