



## MARIA ZLOTNIKOVA

COACH / FACILITATOR

Maria Zlotnikova has more than 14 years of experience working as a Facilitator and Coach with an array of international and local companies all over the globe.

Maria's diverse experience and spheres of interests include: leadership development, efficient communication and conflict management skills, presentation skills, cross-cultural competence, emotional intelligence, and personal efficiency.

Training in psychology and sociology coupled with working experience in big and small companies has given Maria a broad perspective that has been instrumental in her work with clients dealing with various kinds of challenges.

Maria deeply enjoys working both with groups and with individuals. Her focus is on supporting people in their transformation process using a variety of models and instruments.

Maria's coaching clients have found that she is a great listener who really cares about understanding people's needs and provides the support necessary for developing their potential and reaching their goals.

Clients have praised Maria as an excellent and dynamic facilitator and emphasized her ability to create a congenial atmosphere. Participants in her groups are fully engaged in the learning process and easily share their thoughts, obtain necessary knowledge and skills, as well as discover great insight that helps them to be

more efficient and happy in their work and life. Maria loves to use an experiential learning approach, and her style balances seriousness and friendliness with a constant eye on producing impactful change.

Maria has worked with senior executives, middle managers, front-line managers and individual contributors at a number of companies including Adidas, PayPal, Procter & Gamble, Maersk Oil, Nissan, Nordgold, Nestle, Machine Zone, T-systems, Liu Jo, Rocco-Forte Hotels and others.

Maria's native language is Russian and she is fluent in English and French. When she does not travel for work, she shares her time between St. Petersburg, Russia, and Boston, USA.

Maria received her Master's Degree in Psychology from Russian Pedagogic University, St. Petersburg; ten years later she received another Master's degree in Psycho-Sociology from University Paris XIII in France.

Maria constantly develops her skills by attending various professional trainings & workshops. She is certified in DISC personality profiling (TTI Success Insights) and has completed a number of leadership development, embodiment and other programs.

## CLIENT TESTIMONIALS

"I met Maria in 2017 in Moscow when she was employed as a trainer at Adidas CIS (Russia). She ran a program for a group of staff including managers from Adidas Global offices worldwide (China, USA, Germany etc.) Maria was absolutely wonderful: she was a very dynamic and driven trainer who successfully managed to engage members with different cultural backgrounds. Maria's style of facilitating combines energy with ability to deliver structured information supported with real-life examples. At the training she created an atmosphere of trust and respect: participants freely shared their life experiences with each other with no fear to be judged or misunderstood. Maria was a great listener as well. Apart of her professional skills Maria is a delightful person with a variety of interests and work and travel experience across the globe. I view Maria as a strong and experienced professional with a wide range of skills, who can be equally successful working with top managers and beginning employees. I highly recommend Maria to anyone looking for an excellent trainer-facilitator to help them develop their company".

— Adidas, SVP HR, Asia Pacific and greater China

"Maria quickly establishes trust and rapport with the group. Maria works hard to find an approach to each group member and engage in the training process even those individuals shown resistance for some reason. At the same time Maria delivers the content in an interactive and engaging manner. I highly recommend Maria as a wonderful person and an expert who works both English and Russian and capable to deliver excellent programs for managers at all levels".

— Mirzhan Aizharikov, Development Planning and Studies at North Caspian Operating Company N.V. (NCOC N.V.)

"I am very grateful to Maria for the excellent work done. Her professional and flexible approach, an ability to hear the client and keep attention of the audience allowed us to get a very good training. I will gladly continue cooperation!"

— Galina Skatkina, Director, Communications, Southern, Northern and Central Europe at PayPal

"Maria is a wonderful trainer and coach who can inspire a group and easily involve participants in work. As an internal trainer for Teva Pharmaceuticals, I participated in the Leadership and Coaching program, which Maria conducted for our regional sales managers. Maria is a wonderful professional who knows how to find an approach to each participant and at the same time clearly implement the customer's request, build training in accordance with relevant business tasks. My colleagues and I appreciated Maria's easy style of content delivery, attention to the practicing of skills by each employee, as well as the high interest and involvement of the trainer into the process".

— Igor Yaremchuk, Teva Pharmaceuticals, Training&Development Manager

## CLIENT LIST

