

# Executive Coaching Profile

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**Martina Lüttringhaus**

Executive Coach | Transformation | Leadership & Mindset

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Martina Lüttringhaus supports leaders and teams in phases of change, growth, and transition. Her work focuses on enabling transformation not only on a structural level, but especially on the level of **mindset, behavior, and the impact of underlying patterns**.

With over 20 years of experience in international organizations, she combines strong leadership expertise with a deep understanding of **human dynamics, emotional intelligence, and sustainable change**.

Her work creates spaces where clarity emerges, new perspectives become possible, and real development can take place – for individuals, teams, and organizations.

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## Areas of Focus

### Leadership & Executive Coaching

- Reflecting leadership role and personal impact
- Navigating complexity, pressure, and ambiguity
- Strengthening clarity, decision-making, and presence

### Transformation & Mindset Shift

- Supporting change processes (e.g. reorganization, system implementations, cultural transformation)
- Working with unconscious patterns and “Immunity to Change”
- Strengthening ownership, responsibility, and learning capability

### Team & Culture Development

- Building trust, connection, and psychological safety
- Addressing tensions, conflicts, and dysfunctional dynamics
- Enabling effective collaboration beyond silos

### Embodied Leadership & TheConnectedSpace

- Experiential formats that go beyond purely cognitive approaches
- Integrating mindfulness, awareness, and emotional intelligence

- Creating spaces for connection, reflection, and sustainable integration of learning

### Typical Coaching Topics

- “I am functioning – but am I still effective?”
- “How do I lead in a complex and uncertain environment?”
- “Why are our initiatives not really landing?”
- “How can we collaborate better as a team?”
- “What is actually holding me or us back?”

### Approach

Martina combines analytical clarity with strong intuition and creates a setting that is both **focused, trustful, and appropriately challenging**.

Her work is:

- reflective and deep
- clear and appropriately confrontational when needed
- experiential and integrative

Her approach aims to generate deep insights and translate them into **sustainable change in everyday leadership practice**.

### What Clients Particularly Value

- Ability to quickly get to the core of complex issues
- Strong combination of business understanding and human depth
- Working at eye level with senior leaders
- Lasting impact beyond the coaching engagement
- Presence, clarity, and a trust-building atmosphere

### Background & Experience

- Over 15 years of experience as a coach, consultant, and facilitator
- International leadership experience in marketing (including European responsibility)
- Work with organizations such as Kautex Textron, Formel D, IKEA, Unilever, RTL, and others

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### Education:

- Business Coach V.I.E.L. Coaching
- innovation trainer at motiv Cologne
- Therapeutic yoga teacher at the Institut für Yoga und Gesundheit (Institute for Yoga and Health)
- Mindfulness Teacher (Mindfulness based stress reduction program by Jon Kabat Zinn)
- Industrial clerk, communication specialist, advertising specialist
- Accredited for Insights MDI personality tool
- Immunity-to-change certified facilitator
- ICF certified PCC coach

