

## ROSEMARY MARZIO

“Coaching helps us to understand our behaviour, thinking and motivation, and to realise our inherent potential.”

The benefits of effective coaching are clear, for the individual and for the organisation: they include increased performance and effectiveness, greater job satisfaction, clearer ideas and goals, improved teamwork, and leadership development.



### Experience

Rosemary was born and educated in South Africa. She qualified as a lawyer in New York and England and worked with major law firms in both places. She then moved to the European head office of The Walt Disney Company in London, ultimately serving as Senior Vice President, European General Counsel with overall responsibility for legal affairs across Europe. Rosemary had management responsibility for a significant pan-European legal team, and held positions on various Disney company boards.

In this context, Rosemary became fascinated by the results that she saw could be achieved by acting as a challenging sounding board, and by offering a different perspective to the senior executives with whom she worked on a daily basis. As a result, on moving to France a number of years ago, she decided to undertake specialist training in individual and team coaching, and subsequently joined Praesta France as a partner in January 2008. Rosemary is also involved with two leading French business schools: EM Lyon where she is a guest lecturer, and ESSEC where she provides coaching for the Executive MBA programme.

### Professional Expertise

Rosemary provides both individual and team coaching. Her background has given her a particular understanding of the issues faced within law firms and in-house legal teams, as well as those issues arising in the context of multinational and multicultural organisations. Rosemary is bilingual, and coaches in French and English.

### Selected Client Companies

L'Oréal  
Sanofi Pasteur

Veolia  
Yahoo !

### Education

University of the Witwatersrand, South Africa  
– BA and Masters in Law

University of Cambridge, England – Masters in  
International Law

Institut Transformance, France – Certification  
in Individual and Team Coaching

Institut Français de Programmation Neuro-  
Linguistique, France – Certification  
(Technician level)

MBTI certified practitioner