

Martin Rüegg Senior Executive Coach & Consultant



Martin Rüegg, Engineer, MBA, Senior Leader, and certified Coach having worked 30 years in business, technology & people-centric roles at all management levels. Always working in global, multinational and -cultural environments in varying roles and passionate to lead people & teams into new fields.

He brings deep expertise in engineering, technology, and digital transformation, at the same time strong people and change leadership capabilities. His well-balanced leadership competencies and experience paired with coaching skills allows him to support individuals, teams and organisations in their development and transformation in today's highly challenging environments.

Martin's business background involves leading global companies in the Pharmaceutical and Telecommunication industry in Switzerland and Canada. In his various roles in Information Technology, he was always at the centre of continuous change which allowed him to build profound experience in Leadership, Change and People development in global, cross-functional, and cross-cultural contexts. The combination of his project, technology and change management skills allowed him to successfully run Digital Transformation projects and implement new ways of working.

In 2022 he followed his passion to support people, teams and organisations who want to engage in a deep process of reflection and change to gain new perspectives and opportunities for change. He founded his own company and works today as an independent Coach and Consultant in varying fields and industries. He is based in Switzerland.

Martin Rüegg is knowledgeable in a variety of methods and tools, their application and effectiveness in particular contexts. In the context of Leadership and Culture Development he works with the Leadership Circle Profile (LCP), with which he accompanied dozens of leaders in their feedback collection, debriefings, and coaching. He successfully used it in his own leadership with his direct reports and organisations to enable the development towards high effectiveness and high performance.

His style is authentic, he draws on his intuition and works in partnership, systemically and potential-oriented. He can empathise with a wide range of leadership situations quickly and is experienced with many situations that can lead to success and failure. Martin creates safe spaces, is curious and free of judgments so individuals and people in teams can openly and equally name personal challenges and bring in their potential. This creates a space where sustainable change and growth can arise.

* for further information about him, please visit his [LinkedIn profile](#)

Coaching Services offered:

- Executive & Leadership-, Team-, Personal Development and Mentor Coaching

Areas of expertise include:

- Leadership Development, Organisational Change and Transformation
- High Performance Team Building, Development, and Interventions
- Customised company programs: moderation, consulting, assessments, coaching
- Leadership in VUCA environments (volatile, uncertain, complex and ambiguous environments)
- Cross Cultural Leadership in global and virtual context
- Leadership Circle Profile & Scaling Leadership
- Growth & Creative mindset development
- Culture Development
- Diversity / Change / Conflict / Stakeholder Management
- Strategy and Operating Model Development, Agile Ways of Working
- Digital Transformation
- Strategic Road mapping, Program, Project & Portfolio Management
- Languages: English, German, Swiss German / Conversational: French, Spanish