



SABINE GROMER

EXECUTIVE WHISPERER | WÜRDEVERMEHRERIN | TOP 100 DEI VOICE
TRUSTED ADVISOR | TRANSFORMATION ARCHITECT | SPEAKER

As the founder of MagnoliaTree, a boutique consulting firm promoting ethical leadership and innovation, I have established myself as a strategic catalyst for leadership, dignity, and transformation. My expertise, honed over more than two decades in global roles within the financial sector, makes me a trusted advisor to leaders in public, political, and business spheres. I am actively engaged in leading circles such as TED and the Forbes Coaches Council, regularly contributing to discussions on dignity and leadership.

My vision of placing human dignity at the center of strategic decision-making shapes my work and drives my initiatives to foster profound change in organizations and society.



MANAGEMENT & LEADERSHIP

- Lived Experience at All Leadership Levels
- Former executive, managing director, and Global Head of Organizational Effectiveness at S&P Global Ratings
- Expertise in strategy and vision: design, adaptation, and communication
- Strategic and leadership consulting for CXOs and top teams worldwide across various sectors and industries
- Keynote speaker and public presenter (e.g., Female Future Festival)
- Memberships: Entrepreneurs' Organization, Forbes Coaches Council, TED

CHANGE LEADERSHIP

- Experienced Change Leader
- Inspires dignified transformation processes
- Rapid diagnostic abilities
- Extensive expertise in cultural change and transformation
- Skilled in working within a matrix structure

DIVERSITY, EQUITY & INCLUSION

- DEI Consultant & Coach (Top Teams and Organization-Wide)
- Facilitating immersive experiences
- Enhancing self-awareness
- Delivering interventions beyond judgment, blame, and victimhood

PROJECT MANAGEMENT & EFFICIENCY

- Certified Lean Coach
- Strategic planning and growth orientation
- Strong analytical thinking and problem-solving skills
- Facilitation for tangible results
- Creativity and a solution-driven approach
- Team building across silos and disciplines
- Creating shared goals and purpose

LIFELONG LEARNER & COSMOPOLITAN

- Languages: German (native), English (fluent), French (basic)
- Places I've Worked: London, New York, Paris, Hong Kong, Tokyo, Germany
- Ongoing Learning: My passion



TRAININGS

2024	BILLUND	Certified LEGO® Serious Play® Facilitator
SEIT 2023	VIENNA	Part-Time Program in Logopedagogy Viktor Frankl Center
2022	WIESBADEN	Body-Oriented Gestalt Counseling
2021	HEIDELBERG	Therapeutic Family Constellations
2021	LONDON	Gallup StrengthsFinder Coach Accreditation
2021	GERMANY	Human Synergetics Culture & Leadership Impact Accreditation
2020	HAMBURG	Facilitator for Innovative Trainings (ISO-IEC 17024)
2020	GERMANY	Trainer for Innovative Blended & Digital Learning
2018	USA	M.A. Change Leadership Columbia University, NY
2015	MUNICH	Hypnosystemic NLP Training
2012	GÖTTINGEN	M.A. Advanced Management System-Thinking & Leadership PFH Göttingen
2007	STUTT GART	Diploma in Business Administration AKAD Fachhochschule Stuttgart
2001	GERMANY	Completion of Apprenticeship as a Banking Specialist



LIVED EXPERIENCE

Since 12/2019	MagnoliaTree, Vienna Founder, Managing Director, Executive Coach, and Business Consultant
01/2017-09/2018	S&P Global Ratings, organization-wide, primarily London As Managing Director and Global Head of Organizational Effectiveness, I led a holistic approach to improving and maximizing organizational effectiveness by developing and implementing a talent roadmap that empowered employees to acquire the skills necessary for success both today and in the future. I managed an organization with over 800 employees, planned and executed location and workforce strategies, and rebuilt management capacity across the organization. In this role, I reported directly to the Chief Operating Officer.
07/2014-12/2016	S&P Global Ratings, organization-wide, primarily APAC, EMEA, and USA Senior Director, Lean Coach, Lean Management As Senior Director and Lean Coach, I led transformation teams on a global scale, demonstrating strong skills in leadership without formal authority, coaching, and responding to talent needs. I acted as a driver of morale and an enabler of opportunities (both quick wins and long-term initiatives) across all levels of the ratings organization, with a particular focus on analytical and operational teams.
07/2012-07/2014	S&P Global Ratings, London As Senior Director and Analytical Manager, I led the Oil & Gas department for the EMEA region. I gained firsthand experience in leading with authority, managing team transitions, and fostering a coaching culture to enhance team performance. Additionally, I oversaw remote access management and successfully facilitated collaboration across silos.

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KERNTHEMEN

DIGNITY

I see it as my life's mission to contribute to the concept of dignity. The focus of my work is on promoting a respectful approach to our planet and its resources, strengthening dignity as a core value within organizations and in the lives of others, as well as fostering self-dignity.

DIVERSITY, EQUITY & INCLUSION

A strong corporate culture that invests in diversity and inclusion provides companies with significant competitive advantages. Having a diverse and inclusive workplace culture is one of the best catalysts for unlocking a company's full potential, expanding the talent pipeline, and enhancing brand and image.

ORGANIZATION CHANGE

This can be highly effective when change efforts are anchored in measurable data. The key to successful organization-wide transformation lies in understanding and leveraging the forces and power dynamics—such as homeostasis—within systems.

COACHING & DEVELOPMENT

The clear and primary goal of my coaching sessions is to significantly enhance my clients' quality of life—both professionally and personally. Throughout the coaching process, I focus on what keeps them awake, occupied, hindered, or stressed in today's world. Honest kindness and a relationship built on equal footing are the keys to success.

CRISIS MANAGEMENT

I understand how to navigate crises and provide the essential foundation to overcome challenging events. I empower my clients to see abundance and opportunities while simultaneously fostering inner stability and trust within their organizations.

MY GUIDING PRINCIPLE

Beyond right and wrong,
there is a garden.
I will meet you there.

Rumi



10/2007-06/2012 **S&P Global Ratings, London & New York**

As Deputy Team Leader, Director, and Rating Analyst, I demonstrated a strong analytical mindset and a proven ability to quickly acquire and apply new knowledge across diverse areas.

09/1999-09/2007 **Bayerische Landesbank, London, Munich, New York**
Corporate Credit Analyst



PUBLIC RELATIONS AND VISIBILITY

Keynote Speaker at the Female Future Festival
Speaker on the Main Stage in Munich, Bregenz, and Vienna.

Founder of the MagnoliaTree Academy

A place for learning and growth, dedicated to supporting and developing ethical leadership among young leaders and executives in nonprofit organizations.

Founder of the MagnoliaTree Foundation - Association for the Promotion of Dignity
Initiation and Support of Global Projects to Promote Dignity
Currently focused on an educational initiative supporting young women and girls in Afghanistan.

Keynote Speaker on a Variety of Topics

For organization-wide events at companies such as Bayer, PwC, S&P Global, Wetherby School, and HR Circle.

Pro-Bono Program on Ethical Leadership for the Wetherby Prep School, London

An ongoing program for 15 outstanding students focusing on ethical leadership and shaping an ethical life.

Member of the Forbes Coaching Councils

Regular contributor of expert publications on various topics, with a focus on ethical leadership, change management, and diversity.

Author of the Book "Set Up for Success: The Practical Guide for Career Transitions"

A collaborative book project with Stephanie Schorp, published by Campus Verlag.

Host of the Podcast "Inspiring Brave Leaders"

Featuring interviews with inspiring individuals from all walks of life, exploring their experiences and lessons in leadership.

Advisory Board Member, FEIA, Austrian Ministry of Environment

Focused on sustainable investments in greenfield projects and start-ups.

Columnist for ShEconomy & Weconomy



AWARDS

Europäischer Trainingspreis

2023 | Gold | Diversity, Equity & Inclusion. Tipping Point Leaders Program

2024 | Gold | Inclusive Leadership Programm - How to uncover your biases

2024 | Gold | First Mover Program

HREA Award

2023 | Winner | Inclusive Leadership Skills Program

2023 | Winner | DE&I Tipping Point Leader Program

Constantinus Award

2023 | 2. Place | Diversity, Equity & Inclusion. Tipping Point Leaders Program

Staatspreis Consulting

2024 | Nominated