

# Tuomi Kariniemi (Finland)



Tuomi's career of 20+ years has moved from people practices digitalization to senior roles in People Operations, Leadership and Organization development in international manufacturing and technology corporations, both at European and Global levels. She has herself led a global organizational transformation program. As a freelance consultant she focuses on leadership and talent development and works with wide range of SME's and industries. She is also a published author of fiction.

Her coaching methodology is based on applying brain-based coaching methods. Her coaching certification acquired through Neuroleadership group (2012, ICF certified) gives her the tools to get to results quickly and impactfully. Brain-based coaching is based on the idea of giving the coachee self-direction and autonomy, while the coach is maintaining the structure and keeping the space open for new insights to occur.

Tuomi will support deep reflection on personal level and hold the coachee accountable for taking action. She believes in building actions on coachee's strengths without ignoring blind spots which may hinder future success. She works with leaders to help them authentic leadership, where the head (thinking), heart (values) and hand (actions) are aligned. Tuomi is also a trained 360 feedback facilitator (BCC 2017). Tuomi coaches clients in **English** and in **Finnish**.

*"The world as we have created it is a process of our thinking. This is why we can not change it without changing our thinking."  
- Albert Einstein*