



Caroline Guibert-Pavillet

EXECUTIVE COACH

OVERVIEW

Caroline supports senior leaders and high potential talent in navigating change, enhancing their leadership impact, and accelerating personal and organizational growth. She works as an executive and team coach, and as a facilitator on leadership development programs. Drawing on nearly 20 years of experience in management consulting and executive coaching, she combines deep psychological insight with a solid business background. Clients value her ability to create a reflective and trusted space while also challenging them to explore new perspectives and achieve meaningful change.

APPROACH

Caroline blends empathy and pragmatism in her coaching. With professional experience in both the United States and France, she brings a multicultural outlook and coaches fluently in English and French. She works across industries—including financial services, technology, luxury, consumer goods, and NGOs—helping leaders step into new roles, navigate transitions, and unlock their authentic leadership style.

Her work spans leadership development, onboarding, high potential programs, executive assessments, and supporting women leaders in demanding environments. She subscribes to the highest professional standards, including the Ashridge Code of Conduct and EMCC's Global Code of Ethics.

CAREER

Caroline started her career in the U.S. and then spent a decade with Korn Ferry, specializing in executive search and career development for multinational clients. She went on to found her business focusing on leadership development, executive coaching, and organizational consulting.

She holds an MSc in Management from EM Lyon, an Executive Master in Consulting and Coaching for Change from INSEAD and a Postgraduate Diploma in Executive Coaching from Ashridge. She is an Ashridge Accredited Coach, EMCC Senior Practitioner, and certified in various psychometric assessment tools.

She has coached senior leaders and executive teams in global corporations, including supporting leaders in banking, luxury and consumer goods through transitions, and advising executives in NGOs and professional services firms on resilience and leadership effectiveness. She has also designed and delivered assessments for executive promotions and high-potential talent across industries.

PERSONAL

Based in Paris with her husband and two sons, Caroline loves being outside in nature and traveling; she brings a global perspective to her work with clients across Europe and beyond.