

# Claudia Coenjaerts

Leadership Coach | Founder, InsideOut Coach LLC

Miami, USA | Global clients | English • Dutch • French • Spanish

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## Coaching Focus & Areas of Expertise

I am an executive leadership coach specializing in helping senior leaders and high-potential professionals elevate their impact, lead with emotional intelligence, and create workplaces where people thrive.

I support clients to:

- Strengthen executive presence through persuasive communication, strategic thinking, and high-level problem-solving.
- Build resilient, trust-based relationships that enhance team cohesion and morale.
- Navigate disruption and change by reframing uncertainty into opportunity.
- Achieve personal empowerment by reconnecting with values, purpose, and the mindset needed for fulfillment and success.
- Improve mental fitness including stress management, motivation, productivity, focus, and emotional regulation.
- Move through career transitions with clarity, structure, and confidence.

At the core of my approach lies a powerful insight:

**When leaders shift internally, outcomes shift externally.**

**What I offer is not skills training. It is leadership transformation—strengthening the inner operating system that determines how you show up under pressure: your self-awareness, mental fitness, emotional regulation, decision quality, boundaries, and presence.**

## Professional Summary

I bring over 30 years of international leadership experience, more than 20 of which were in senior executive roles across four continents.

My leadership career taught me to:

- Deliver on mission and implement complex multi-stakeholder programs

- Communicate vision clearly and mobilize diverse teams
- Partner effectively with governments, business leaders, civil society, and global institutions
- Build morale, resolve conflict, and inspire high performance
- Lead through uncertainty, crises, and rapid change
- Work across cultures with deep respect and empathy

This real-world leadership understanding directly informs my coaching. I know firsthand what modern leaders need—not only strategy, but emotional intelligence, personal mastery, and mental fitness.

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## **Professional Experience**

### **International Labor Organization (ILO)**

**Deputy Regional Director, Latin America (Lima, Peru), 2020–2025**

**Acting Regional Director, Latin America, 2022–2023**

**Director, Caribbean Office & Decent Work Team, Trinidad and Tobago, 2015–2020**

**President & CEO, Fair Labor Association, (FLA) 2013–2015**  
(Washington D.C.)

### **International Labor Organization (ILO)**

**Deputy Regional Director, Africa (ILO Addis Ababa), 2012–2013**

**Chief, Management Support Unit – Employment Sector (ILO Geneva), 2007–2011**

**Senior Specialist, Crisis Response & Reconstruction, ILO Geneva, 2005–2007**

**Director, Office for Sri Lanka & Office for Bangladesh, 2000–2005**

**Specialist Roles: Child Labor, Gender, Project Management, 1991–2000**

Across these roles, I led diverse, multicultural teams, shaped policy dialogue, provided strategic direction, and drove results across regions undergoing political change, crisis, and significant socio-economic transformation.

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## **Education & Certifications**

- Masters in Sociology, Catholic University of Leuven, Belgium
  - ACC Certification – International Coaching Federation
  - Certified Professional Coach (CPC) – iPEC (ICF-accredited)
  - ELI-MP – Energy Leadership Index Master Practitioner
  - COR.E Dynamics Leadership Specialist
  - COR.E Dynamics Transition Specialist
  - EQ-i 2.0 & EQ-i 360 Certified Practitioner (Emotional Intelligence)
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## **Coaching Languages**

English • Dutch • French • Spanish

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## **Location & Modality**

Based in Miami, USA

Serving clients globally — in person or online (Zoom, Teams, etc.)