CHANGE IMPACT

Helping leaders lead change with impact

www.changeimpact.co

Technology alone does not create **TRANSFORMATION**

Real change happens when people change behaviours; adopting new technology and new ways of working

Change Coaching 1:1 supports leaders to lead change across the full change lifecycle, tailored to your transformation and organisation — and to your leaders' roles and leadership styles

WHAT IS CHANGE COACHING?

With one-on-one change coaching, I support leaders through the change journey from early change initiation and alignment through to adoption and continuous improvement.

With a background as global tech leader, project and programme manager of complex transformations, I combine practical change management with coaching-led leadership support, helping leaders clarify direction, strengthen change ownership, navigate complexity, and lead change with confidence.

Change Coaching 1:1 — Delivered in two ways:

- A structured 6-session programme* aimed to support leaders end-to-end from initiation of the change through to adoption.
- As individual flexible coaching sessions, when you need them, taking offset in you day-to-day change challenges. Topics can include navigating resistance, change fatigue, strengthening stakeholder influence, or how to coach your team or peers.

CHANGE COACHING FOCUS

- Leading organisational change with clarity
- Keeping the right focus at the right time
- Navigating change fatigue and resistance
- Strengthening participation and influence
- Building resilience and momentum
- Driving adoption and reinforcement

CHANGE COACHING PROGRAMME*

- 1:1 tailored Change Coaching online
- 6–8 months engagement including:
- 1 × 30 min free exploration session
- 1 × Change Health Check Assessment
- 6 × 80 min 1:1 online coaching sessions

All sessions are online and will be held via Google Meet, unless otherwise agreed to.

CHANGE IMPACT | Marlene Thoegersen

I bring deep expertise in change leadership, stakeholder alignment and adoption from a long career heading up delivery of tech-driven change and transformation. As an ICF-certified coach, I now combine practical transformation experience with coaching to help leaders and sponsors navigate complexity, strengthen leadership and turn change into lasting impact.



CV Highlights

- Current: Founder of CHANGE IMPACT, providing Change Coaching, Change Management and Transformation Advisory
- Current: Organisational Change Manager at Datacom. Leading organisational change of a major internal tech change
- Past: Sr. Director, Global IT Business Systems at Radiometer Medical. Delivering platforms for Sales and Production
- Past: 20+ years of solution delivery and implementation of new ways of working across private and public sector

Educational Background & Certifications

- Master, Project Management and Process Improvement, Roskilde University, Denmark
- Bachelor, International Communications & Bachelor, Marketing & Economics, Aarhus University, Denmark
- ICF Level 2 Certified Coach, Coaching School of Sofia Manning, Denmark, International Coaching Federation
- Certifications: SAFe® 5 Agilist, Agile Change Agent & Change Coach by APMG. Agile PRINCE2 by PeopleCert

Change Coaching | Change Management | Transformation Advisory

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