



Mariella (Elpis) Patiki

Passionate about awakening the dormant potential of people

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PROFILE

Dedicated to and passionate about talent growth, Mariella is an intuitive Executive and Team Coach who supports people on their personal and professional development journey.

She brings substantial professional Human Resources management and development experience, with demonstrated leadership and human skills competence. Mariella has completed numerous assignments as in-house Talent Acquisition and Development Manager, as Headhunter/HR consultant and as Executive and Team Coach. She coaches Middle level and Top Executives (1000+ hours) in Greece and abroad.

PROFESSIONAL EXPERIENCE

❖ The Circle Squared (TCS), <https://the-circle-squared.com> 1/2009 – today

Founding Partner, Talent Growth Consultant, Executive & Team Coach

A committed business partner who aims to stimulate motivational transformation & sustainable change within each client organization.

Talent Development / Leadership Development and Executive Coaching:

- **Personally delivered Executive and Team Coaching services: 1000+ hours**
- **Major long-term projects:** Co-designed and co-facilitated our bespoke leadership development programs for clients in various industries, such as:
 - 2025-2026: Executive Coaching services to a leading automotive company in Saudi Arabia
 - 2020-2023: A two-phased Leadership Development Program designed for Takeda Pharmaceuticals Hellas. 1st phase: for the Leadership Team (GM and 8 Senior Leaders) with interactive workshops & executive coaching. 2nd phase: team coaching and 1:1 coaching for their members. (On-site and virtual delivery)
 - 2019- 2021: A 20-month Leadership Development Program designed for Pakistan Telecommunication Company Limited (PTCL). The program, titled Self Awareness, Emotional Intelligence & Leadership (SAEI&L), involved the 16 top-talent Executive Vice-Presidents. (On-site in Islamabad and virtual delivery).
 - 2011-13: A two-year Leadership Development Program designed for 30 members of the Top and Middle Management teams of Schneider Electric Hellas for both the commercial company and the factory. Included interactive workshops, executive coaching and off-site experiential team/group activities.
 - 2012: Effective Communication and Personal Development for 250 Customer Service staff of Forthnet Telecoms company with 15 interactive workshops.
 - 2010: Customer Orientation and Effective Communication designed for Toyota Hellas Retail Network. Included 15 interactive workshops for 200 sales people of authorized dealerships in Greece.

HR Consulting Assignments (2013-2016):

Outplacement Services: Consultant & Coach with ICAP Group Outplacement team, during a 6-month project for a Greek systemic bank.

Selection / Assessment: External HR consultant of ManpowerGroup in selection and executive assessment projects for major clients in banking, gaming, telecoms and fmcg.

❖ Humani Executive Search - <https://humani.services/> 12/2018-2/2021 **Senior HR Consultant**, headhunting for software development and other key roles for major client companies

❖ P. Papadopoulos S.A. - www.papadopoulos.com.gr 7/2017 - 7/2018 **Human Resources Manager**, HR responsibility for 130 people in Greece and 20 in Bulgaria.

- ❖ **Boutari Wineries - www.boutari.gr** **11/2007- 11/2008**
Human Resources Manager Reported to the Vice President and had HR responsibility for about 220 people. Selected, trained, mentored and led a team of two talented junior HR professionals.
Key Achievement: Led the extensive restructuring of the Human Resources department following the transfer of company Headquarters from Thessalonica to Athens in November 2007.

- ❖ **TOYOTA HELLAS S.A. (automotive, retail) www.inchcape.com, www.toyota.gr** **5/2002- 10/2007**
Talent Acquisition & Development Manager (for all companies, 450 people) 9/2003 - 10/2007
Reported to the Group HR & Administration Director Greece & Balkans, teamed up with an outstanding HR Officer
Key Achievements:
 - Partnered with an external Facilitator to design and implement “Toyota Polis Retail Network People Development Program”, tailored to support the turnaround of the company owned retail stores. Modules for the Management Team, all Front-Line Sales staff and After Sales teams (2006-2007). The program won the 1st place for Customer Service in the Inchcape Retail sites, worldwide.
 - Completed a significant number of recruitment projects each year, ensuring the best fit for the company and the new recruits.
 - Designed & delivered trainings on performance management for managers in Greece and the Balkans.
 - Revised HR policies & procedures to align HR services with new organisational needs.

- Human Resources Manager - Finance & Insurance Companies of Inchcape Group in Greece** 5/2002 – 8/2003
(Inchcape plc is the parent company of Toyota Hellas S.A.)
HR responsibility (150 ppl) for 5 companies: **Eurolease, British Providence, Tefin, UnitBank, Inchcape Insurance.**
Matrix reporting to 6 Top Executives: The Group HR & Administration Director, the F&I Director and the 4 General Managers of the aforementioned companies.
Key Achievement:
 - Member of the team that negotiated the agreement on HR issues during the acquisition of our bank UnitBank by Eurobank. Contributed in the planning and decision-making process and successfully supervised the implementation of those decisions in the period 9/2002 – 8/2003.

- ❖ **Member of WIN GROUP, a start-up consulting business in London, UK** **2000 – 2001**

- ❖ **GLAXO WELLCOME (pharmaceuticals) www.gsk.com** **4/1991 – 9/1999**
Training and Administration Officer

EDUCATION / PROFESSIONAL TRAINING

- MBA in Human Resources Management, Bayes Business School (formerly Cass) City University of London, UK
- Bachelor in BA, Marketing Management, Deree College - The American College of Greece
- Trained on Job Analysis & Job Descriptions, Competency Based Interviewing, Situational Leadership-SL II Ken Blanchard, Customer Service, Workplace Mediation, Certified Agile Talent Professional – ICAgile.

QUALIFICATIONS & MEMBERSHIPS

- EMCC Global Individual Accreditation (EIA) – Practitioner (4/2022)
- EMCC Global Individual Team Coaching Accreditation (ITCA) – Practitioner (3/2023)
- Relational Presence- Level 1 Certificate / Focusing- Level 2 Certificate with Ruth Friedman (12/2025)
- ORSC™ Fundamentals, Organisation and Relationship Systems Coaching by CRR Global – (11/2018)
- The Inspired Coach, Certification in Coaching by the Institute of Human Development, UK – (2/2009)
- Mental Health First Aider, MHFA England (1/2021)
- Member of EMCC Greece/EMCC GLOBAL (European Mentoring and Coaching Council)
- Member of the Greek People Management Association (GPMA) www.gpma.gr

ADDITIONAL INFORMATION

- Fluent in Greek and English, conversational in Italian and German.
- Experienced in corporate team development activities on board sailing yachts (holder of skipper diploma).