Being Essential®
Who is Who



Sofialena Kouremenou

Organizational Psychologist | Executive Coach (ICF ACC) | Leadership & Career Transition Coach

About me

Sofialena is an organizational psychologist and ICF-accredited executive coach with more than 10 years of experience in people development in Greece and France.
Through Great to Grow, she has delivered 450+ hours of coaching to C-suite executives, founders and senior managers navigating leadership challenges and career transitions.
Her "lead from within" approach combines psychological insight with a practical focus: what will you do differently tomorrow? She coaches in Greek, English and French.

Education

- MSc Social, Work & Organizational Psychology | University Paul-Valéry Montpellier III
- Research MSc Science of Organizations | University Paul-Valéry Montpellier III
- BA Psychology | University of Athens

Certifications & Seminars

- ICF Associate Certified Coach (ACC)
- Lead from Within | Sofia Koutsiana, PCC
- Impacting Leaders | Michael Neill
- Certified Adult Education Trainer
- Psychometrics: 16PF, DISC, Gyfted, MBTI

Areas of Expertise

- Leadership Development
- Executive Coaching
- Career Transitions
- People Management & Boundaries
- Communication & Feedback
- Emotional Intelligence
- Decision-making
- Change Management
- Resilience at Work
- Training & Facilitation
- Key Achievements

Experience

With more than 10 years of experience in people development across Greece and France, Sofialena helps executives and teams navigate career transitions, strengthen leadership and build stronger working relationships.

Executive Coaching & Career Transitions

- Founded Great to Grow in 2024, offering executive coaching, leadership workshops and tailored training programs for corporate clients
- Delivered 450+ hours of coaching to C-suite executives, founders and senior managers
- Coached 250+ professionals through career transitions in France
- Coached professionals and built partnerships with employers at ActionAid Hellas

Learning & Development, Training & Facilitation

- Designed the Learning & Development strategy for the Greek headquarters of Médecins Sans Frontières
- Designed training for public-sector managers at CNFPT, France
- Delivered corporate workshops in fintech and payments, recruitment and HR, industrial distribution and hospitality

Programme & Team Leadership

Spent eight years at ActionAid Hellas leading project teams and European programs

Education & Academia

Taught at University Paul-Valéry Montpellier III

Key Achievements & Recognitions

- Supported 800+ professionals as a trainer, consultant and coach
- Delivered 450+ hours of coaching to C-suite executives, founders and senior managers
- Coached C-level executives in large corporations to gain clarity on their next career step, build stronger rapport with their teams, peers and partners, adopt a conscious leadership and management framework, and give and receive feedback without frustration, anger or guilt
- Delivered corporate workshops in fintech and payments, recruitment and HR, industrial distribution and hospitality
- Co-founder of The Female Founders' Table, an international community of female founders
- Mentor in the Women Do Business mentoring program